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VOL. XII.

No. 5.

THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE
CIVIL SERVICE OF CANADA

OTTAWA, APRIL, 1919



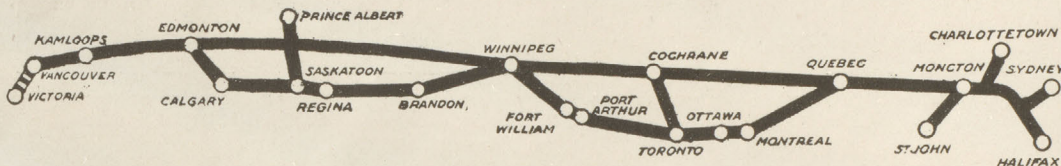
DELEGATES TO THE 8th CONVENTION CIVIL SERVICE FEDERATION OF CANADA

EIGHTH CONVENTION
CIVIL SERVICE FEDERATION OF CANADA

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THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

THIS MAGAZINE IS PUBLISHED MONTHLY BY THE CIVILIAN PUBLISHING COMPANY, LIMITED.

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VOL. XII

APRIL, 1919

No. 5

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British Columbia: J. E. FAGAN, Customs, Vancouver.

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Organizing Secretary: CH. J. TULLEY, Interior, Ottawa.

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FRANK KEHOE, Customs, Ottawa.

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T. G. MATHISON, Public Works, Toronto.

C. E. WILLOX, Immigration, Niagara Falls.

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LIST OF AFFILIATED ORGANIZATIONS

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Dominion Postal Clerks Association: Branches at Brantford, Brockville, Charlottetown, Fredericton, Guelph, Halifax, Hamilton, Kingston, London, Montreal, Niagara Falls, Ottawa, Owen Sound, Peterborough, Quebec, Sarnia, Sherbrooke, St. Catharines, St. John (N.B.), St. Thomas, Sydney, Toronto, and Winnipeg. (23).

Federated Association of Letter Carriers: Branches at Toronto, Ottawa, Hamilton, London, Quebec, St. John, Kingston, Halifax, Montreal, Brantford, Windsor, St. Catharines, Guelph, Stratford, Kitchener, Peterborough, St. Thomas, Sherbrooke, Moncton, Chatham (Ont.), Sarnia, Owen Sound, Niagara Falls, Sydney, Galt, Brockville, Amherst, Fredericton, Belleville, and Trois Rivières. (In order of organization.)

Dominion Customs Association: Branches at Abbotsford, (B.C.), Abnercorn, Athelstan, Beebe Jct., Brantford, Bridgeburg, Chatham (N.B.), Chatham (Ont.), Collingwood, Edmonton, Fort Frances, Fort William, Guelph, Halifax, Hamilton, Kingston, Lethbridge, London, Medicine Hat, Midland, Montreal, Moosejaw, Nanaimo, Niagara Falls, North Portal, Ottawa, Owen Sound, Peterborough, Picton, Port Arthur, Port Hope, Port McNicol, Prescott, Prince Rupert, Prince Albert, Quebec, Regina, St. Armand, St. John (N.B.), St. Johns (Que.), Sarnia, Saskatoon, Sault Ste. Marie, Sorel, Three Rivers, Toronto, Vancouver, Victoria, Whitby, and Winnipeg (51).

Western Federal Grain Employees Association, headquarters at Winnipeg.

Dominion Associated Inspection and Weighing Staffs, headquarters at Fort William.

Manitoba Federal Public Works Association, Headquarters at Winnipeg.

Dominion Civil Service Association in Europe, London, England.

Western Canada Immigration Association, headquarters at Winnipeg.

Western Canada Interior Association: Branches at Battleford, Calgary, Dauphin, Edmonton, Grande Prairie, Kamloops, Lethbridge, Moosejaw, Prince Albert, Saskatoon, Swift Current, The Pas, and Winnipeg (13).

Unaffiliated Federal Employees Association, headquarters at Ottawa.

(All those for whom local organizations are not available.)

LOCAL CIVIL SERVICE ORGANIZATIONS

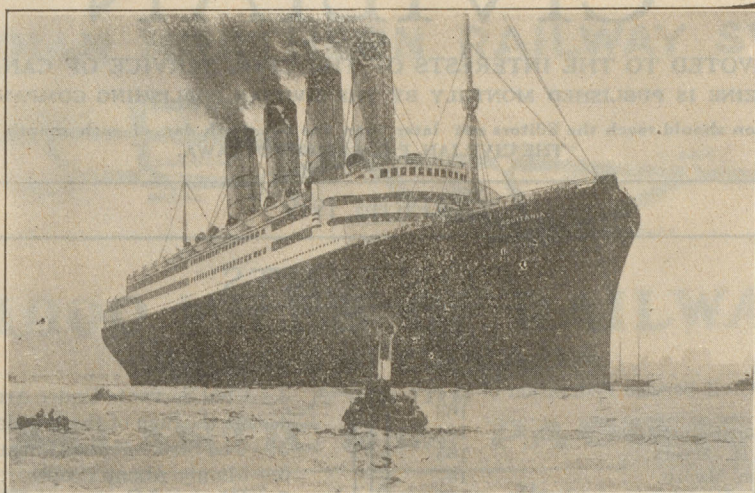
Charlottetown, Quebec, Ottawa, Perth, Toronto, Sarnia, Sault Ste. Marie, New Westminster, Vancouver, Victoria.

LOCAL CLASS ORGANIZATIONS

Board of Grain Commissioners: Fort William.—Board of Pension Commissioners for Canada: Ottawa, Toronto.—Immigration: Niagara Falls, Windsor, Bridgeburg, Montreal.—Inland Revenue: London, Sherbrooke, Stratford, Seaford, Hamilton, St. Catharines, Guelph, St. John.—Marine and Fisheries: Halifax.—Lay Meat Inspectors: Toronto.—Veterinary Meat Inspectors: Toronto.—Meteorological Service: Toronto.—Militia and Defence. Civilian Clerks: Halifax.—Money Order Exchange, Ottawa.—Naval Clerks: Halifax, Esquimalt.—Public Printing and Stationery Department, branch associations as follows: Proofreaders, Stationery Clerks, Mechanical Staff, Geographical Engravers, and Distribution Office: all at Ottawa.—Public Works: Ottawa, Montreal, Toronto, Hamilton, Winnipeg.—Railway Commission: Ottawa.—Railway Mail Clerks: London, Montreal, Quebec, Toronto.—Dockmasters Association: Levis, Que.—Canal Employees: Sault Ste. Marie, St. Catharines (Welland), Montreal (Lachine).—Dominion Arsenal: Quebec.

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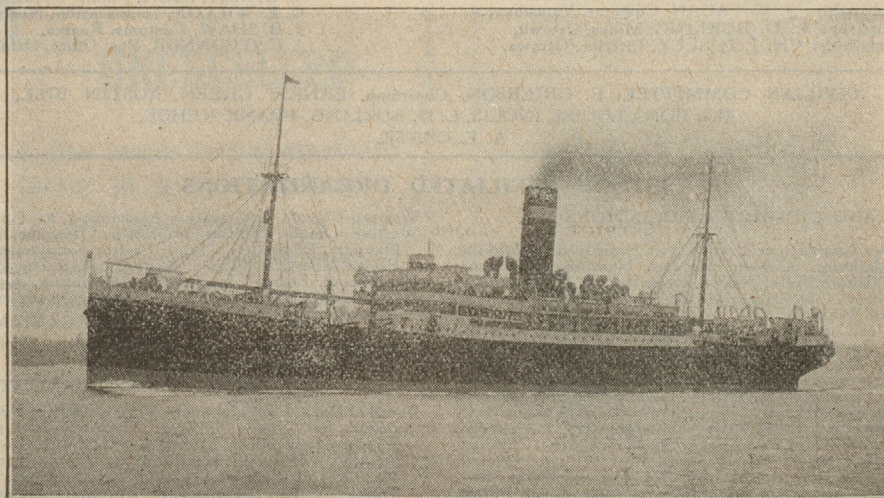
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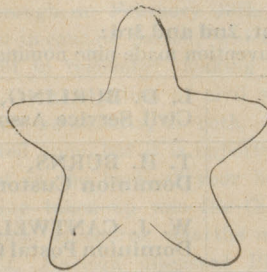
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JOIN US IN OUR WORK

We Are Trying to Improve the Public Service

This is a matter which affects each and every employee of the Canadian Government. We are interested in and working for every one of you; we want each one of you to have a stake in the enterprise.

The officers for the new year are to be elected on April 17 and we offer each and every civil servant a voice in the election. To do this it will be necessary for you to become a member of one of the associations which are affiliated with us or to join the Federation directly. You will find a list of our associations on the page just inside the cover of this copy of *The Civilian* and the Secretary of any one of these will accept your membership and furnish you with a ballot upon payment of the dues.

If the city in which you are employed is not represented in the list of our associations by an association to which you are eligible, and this will be true of hundreds of Canadian Government employees, we shall be glad to accept your membership direct, and will enroll you in the Unaffiliated Federal Employees Association, which means exactly what it says, if you will give us the opportunity.

Tear this page out of *The Civilian*, mark the ballot, and send it to the Secretary-Treasurer, Civil

CIVIL SERVICE FEDERATION OF CANADA, OTTAWA

ELECTION OF OFFICERS

The following nominees were selected by preferential ballot at the Convention in Ottawa, March 17 to 22, 1919, and the names are herewith transmitted to the membership at large for ballot.

Each member in good standing of an association affiliated with the Federation, either directly or through one of the Dominion or district associations and each member of the Unaffiliated Federal Employees Association, is entitled to mark one ballot.

New members may join and have the privilege of voting at any time prior to 5 p.m. April 17, see instructions to Secretaries.

All ballots will be collected at or before 5 p.m. of April 17, and counted by the secretaries in the presence of at least two scrutineers, the vote recorded, and the ballots together with the record of the count forwarded at once to the Secretary-Treasurer of the Federation, P.O. Box 394, Ottawa, as per instructions to secretaries.

BALLOT

FOR PRESIDENT:—The Convention made only one nomination:

FRANK GRIERSON,
Civil Service Association, Ottawa.

FOR VICE-PRESIDENTS, 1st, 2nd and 3rd:

The Convention made nine nominations, as follows:

The candidates for vice-president are arranged in alphabetical order. Number them in the order in which you would like to see them elected: 1, 2, 3, 4, 5, etc. Three vice-presidents are to be elected and you can only be sure of having a voice in the selection of all three if you number the entire nine. The proportional representation method will be used in counting the ballots, the three vice-presidents being elected in order from the entire number.

L. D. BURLING,
Civil Service Association, Ottawa.

T. H. BURNS,
Dominion Customs Association, Ottawa.

W. J. CANTWELL,
Dominion Postal Clerks' Association, Ottawa.

W. A. MacDONALD,
Federated Assoc. Letter Carriers, Hamilton.

MAJOR M. A. MacINNES,
Western Canada Interior Assoc., Saskatoon.

MAJOR D. L. McKEAND,
Board of Pension Comm. Assoc., Ottawa.

JAMES McMAHON,
Western Fed. Grain Emp. Assoc., Winnipeg.

J. C. O'CONNOR,
Civil Service Association, Ottawa.

A. E. SHEPPARD,
Printing Bureau, Mech. Br. Assoc., Ottawa.

FOR SECRETARY-TREASURER:

The Convention made two nominations, as follows:

Mark "x" opposite the candidate you wish elected as Secretary-Treasurer. They are here arranged in alphabetical order.

T. R. L. MacINNES,
Civil Service Association, Ottawa.

CH. J. TULLEY,
Civil Service Association, Ottawa.

I hereby make application for membership in the Unaffiliated Federal Employees' Association, for which I enclose \$1.25, payment of dues, including one year's subscription to the "Civilian."

Name..... Branch.....

Date..... Address.....

TEAR THIS PAGE OUT AND MAIL TO SECRETARY-TREASURER, BOX 394, OTTAWA.

It must reach Ottawa before noon, April 27th, 1919.

Service Federation of Canada, P.O. Box 394, Ottawa, with a money order or postal note for \$1.25. The 25 cents is your membership fee, the \$1.00 is for a year's subscription to *The Civilian* which will keep you in touch with all of our activities and of all movements for the betterment of the Service for a year.

Don't forget to sign your name at the bottom, giving your address and position in the Government service.

If more than one person wishes to take advantage of this offer it will not be necessary for you to find another copy of *The Civilian* simply write out or typewrite a ballot, cast your vote on it, sign your name, giving your address and position, and send it in with the \$1.25.

We are too busy working for the good of everybody to waste any time in splitting hairs; but we must insist that you qualify for membership by giving us your name and dues before we will count your ballot.

You have the opportunity to get in the game for less than one per cent of the \$150 bonus; still less if you got more. If you got nothing do not get discouraged; we are not, and are going to **carry on**.

THE OFFICERS,

Civil Service Federation
of Canada.

THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

VOL. XII

APRIL, 1919

No. 5

EIGHTH CONVENTION

Civil Service Federation of Canada

Held in

Ottawa, March 17 to 22, 1919

In the Club House of the Great War Veterans' Association

OPENING ADDRESS

The President

The President, Mr. Frank Grierson, called the convention to order at 11 a.m. and made the following remarks: "We are very sorry that we have had so much delay in getting ready for our tasks, but it seems to have been unavoidable. It has always been the custom of the presiding officer of the Federation to give a little glimpse behind, and perhaps before, in the various scenes connected with our life work. This is our eighth convention. For ten years the civil servants have been coming together in this way for the purpose of studying the Civil Service problems. In this respect Canada is unique. In other countries, the Government, or public opinion, especially the latter in the United States, has been the most important factor in such movements, but the civil servants themselves in Canada have been missionaries and crusaders in this great task of national importance, in establishing on the shores of this new country a national service in which we may take pride. I have yet to meet the delegate who has come to our conventions actuated by selfish or personal motives. I have never heard of any. This is a strong recommendation for the character of the men who come to our conventions. We are going to have, I hope, some very important discussions here, and in the light of the fact that we have just passed through, and are still passing through, a terrific period in the world's affairs, I am sure we can depend upon this—that our discussions will be based upon the very highest standards. We will discuss the subject as to whether we will revert to our old pre-war standing, or whether we are today prepared to interest ourselves in world affairs. As many things have occurred since our last convention, I am going to give, in about a three minutes' report, a survey of the situation. Soon after our

last convention, Mr. Todd, then President, and I, visited the Prime Minister to ask him to implement his promise to abolish patronage, and an order-in-council to that effect went through on February 13th. In April an order-in-council passed, which it might be useful to remember, making it possible for the superannuation of civil servants by a gratuity or annuity, or both. It has not been acted upon, but it is important to keep this fact in the back of your heads. The next thing taken up was the Civil Service Act, which, of course, was the main thing. Hon. Mr. Maclean discussed Bill No. 53 with your Executive and the Act became law on May 24th. Then we turned our attention to the subject of a war bonus. The Federation represented the Outside Service only, by special arrangement with the Civil Service Association of Ottawa, and succeeded in obtaining a bonus of \$3,000,000. The next important event was the unusual protest of the postal employees in July. As a result of this action, three orders-in-council were passed—one each for the Post Office, Public Works, and Customs departments. Our next effort was directed towards a war bonus which included the Inside Service. This we presented on October 8th, and an order-in-council was passed on Nov. 7th. A further order-in-council was passed on December 10th which gives us something we have been working for for six years, that is, to have a Minister to whom the Federation might have access in order to make representations. This we have in the person of the Hon. A. K. Maclean. We had two other memorials presented, one in November, and one on January 7th, of which you are already informed. I would refer to some outstanding things that we have still before us. We have now the Civil Service Act, with its classification, from which we expect a great deal. Now we have to get superannuation. I presume that we will ask for some application of that scheme adopt-

ed by the British Government for the British Navy—the Whitley scheme for co-operation between employers and employees. The fact that the British Navy, with its class distinctions between the upper deck and the lower deck, has adopted it, is an outstanding point. Even there they have adopted the scheme of a committee of officers from the upper deck and a committee of other ranks from the lower deck to discuss working conditions in a humane way. We should have representation in Parliament, and if the Whitley scheme is not introduced we should have representation on the Civil Service Commission. One of our most essential needs is the institution of trial boards for the appeal of grievances. One more thing, that is, we should have in Canada a Civil Service Reform League, such as they have in the United States, and which is the only thing which gave momentum to Civil Service Reform in that country. The question of fees will be brought up—pitiful little five and ten cent fees no longer serve the purpose. We will have to ask for something better. The work has never been done properly, while I have been doing it, at least."

The Secretary

The Secretary, Mr. Burling, made the following statement: "The value of what we do will depend upon the spirit in which we start off. Society is the expressed thought of the majority, but the thought of the majority is formed by the minority, and we are that minority. We must realize that our social thinking must consciously take a course that will avoid both revolution and reaction, and that this is a possible goal. We believe that we can hew between these lines, between Bolshevism and reaction, but everything that we do will have to be positive and constructive, rather than negative and destructive. We, as civil servants, must outgrow the idea that our task is done when we have discussed, or have even achieved,

satisfactory wages and material conditions of employment."

COMMITTEES

Opportunity was given for the delegates to indicate the committees upon which they would like to serve, and a committee on Personnel of Committees was appointed to organize the committees. They made the following report

Credentials: Messrs. Elliott (D. H.), McCartney, Dessaint, Creighton, and Burling.

Personnel of Committees: Messrs. Colvin, Beirnes, MacInnes (M.A.), Cantwell, Fraser, and Ryan, and Miss Tremblay.

Constitution: Messrs. Dessaint, Burling, Plant, Ryan, Turner, MacInnes (M.A.), Mathison, Lovett, and Kehoe.

Resolutions: Messrs. T. R. L. MacInnes, Keane, Cantwell, Shaw, McMahon, and D. H. Elliott.

Affiliation with Labour: Messrs. W. A. MacDonald, St. Laurent, Beirnes, D. Elliott, McKeand, Plant, O'Connor (J. C.), Sheppard, O'Brien, Watt, J. S. MacDonald, and Rous.

Ballot for Nominees: Messrs. Burns, O'Connor (J. C.), Major MacInnes, Mathison, McMahon, Cantwell, Lovett, and Kehoe.

Grievances: Miss Tremblay, Miss MacFarlane, and Messrs. Mathison, Beirnes, Cantwell, Jessop, Samson, McKeand, Kehoe, and D. H. Elliott.

Classification (including Legislation and Wages and Conditions of Employment): Messrs. O'Connor (J. C.), Lisle, Attwood, T. R. L. MacInnes, Miss Reynolds, Messrs. Smith, Colvin, Fortin, Shaw, MacPherson, Dan. Elliott, McIlveen, Veitch, Séguin, W. A. MacDonald, McMahon, D. H. Elliott, and Miss MacFarlane.

Organization: Messrs. Tulley, Mathison, McLeod, Shaw, Ryan, and Smith.

Superannuation: Messrs. O'Connor (J.C.), Veitch, Knowles, Rous, D. H. Elliott, and J. S. MacDonald, and Misses Tremblay and MacFarlane.

Civilian: Messrs. Lindsay, Dessaint, Creighton, Green, Kehoe, Burns, and McIlveen.

Employers' Liability: Messrs. Plant, Mathison, Fortin, Burling, McKeand, and J. S. MacDonald.

Trial Boards: Messrs. O'Connor (J.C.), Lisle, Burling, Meagher, Lovett, J. S. MacDonald, and Kehoe.

Audit: Messrs. Lindsay, Kehoe, and Miss Reynolds.

Representation: No recommendations.

The committees were authorized to add to their number and many names were added to the various committees.

LIST OF DELEGATES

Number of
Votes.

G. H. Attwood	Civil Service Association, Ottawa (10)	12½
H. E. R. Barnes	M. and D., Civilian Employees, Halifax	2
Robert Barnes	Veterinary Meat Inspectors, } Toronto	2
	Lay Meat Inspectors, }	
L. N. Beard	Eastern Canada Immigration Association, Montreal	1
W. R. Beirnes	Canadian Federal Grain Employees, Fort William	2
L. D. Burling	Civil Service Federation, Ottawa (Executive)	5
T. H. Burns	Customs, Ottawa (Executive)	5
W. J. Cantwell	Postal Clerks, Ottawa (Executive)	5
R. Colvin	Dominion Customs Association, Hamilton (6)	7½
J. M. Creighton	Naval Service Civil Clerks, Halifax	2
Nap. Deguise	Dominion Postal Clerks Association, Montreal (4)	5
H. Dessaint	Civil Service Association, Ottawa (10)	12½
Dan. Elliott	Welland Canal Employees, St. Catharines	2
D. H. Elliott	Civil Service Association, Vancouver	1
W. J. Fitzpatrick	Inland Revenue Association, St. John	1
H. H. Fortin	Printing Bureau, Proof Readers, Ottawa	1
J. McL. Fraser	Nova Scotia Marine Association, Halifax	1
J. W. Green	Dominion Postal Clerks Association, Winnipeg (4)	5
F. Grierson	Civil Service Federation, Ottawa (Executive)	5
W. A. Harper	Public Works Association, Montreal (2)	1½
A. Jacques	Dominion Postal Clerks Association, Montreal (4)	5
W. G. Jessop	Railway Mail Clerks, Toronto	2
H. C. Johnson	Railway Commission, Ottawa	1
P. Keane	Dominion Customs Association, Montreal (6)	7½
M. P. Kehoe	Customs, Ottawa (Executive)	5
C. Knowles	Dominion Customs Association, Winnipeg (6)	7½
G. A. Lindsay	Civil Service Association, Ottawa (10)	12½
E. Lisle	Civil Service Association, Ottawa (10)	12½
A. Lovett	Customs, Halifax (Executive)	5
J. S. MacDonald	Money Order Exchange, Ottawa (2)	1
W. A. MacDonald	Federated Association of Letter Carriers, Hamilton	20
Miss A. MacFarlane	Money Order Exchange, Ottawa (2)	1
M. A. MacInnes	Western Canada Interior Association, Saskatoon	4
T. R. L. MacInnes	Civil Service Association, Ottawa (10)	12½
G. MacPherson	Western Canada Immigration Association, Winnipeg	1
M. McCartney	Public Works Association, Toronto (2)	½
S. McGarry	Public Works Association, Montreal (2)	1½
N. McIlveen	Board of Pension Commissioners Association, Toronto	1
D. L. McKeand	Board of Pension Commissioners Association, Ottawa (2)	1
H. McLaughlin	Customs, Montreal (Executive)	5
S. McLeod	Ship Canal Employees Association, Sault Ste. Marie	1
James McMahon	Canadian Federal Grain Employees, Winnipeg	1
T. G. Mathison	Public Works Association, Hamilton	
	Manitoba Federal Public Works Assn., Winnipeg }	2
J. N. Meagher	Dominion Postal Clerks Association, Montreal (4)	5
Martin O'Brien	Printing Bureau, Mechanical Branch Assn., Ottawa (2)	4
J. C. O'Connor	Civil Service Association, Ottawa (Executive)	5
M. J. O'Connor	Excise, Ottawa (Executive)	5
W. F. Patterson	Board of Pension Commissioners Assn., Ottawa (2)	1
F. J. Plant	Civil Service Association, Ottawa (10)	12½
Eugene Prince	Immigration Association, Windsor	1
Miss G. B. Reynolds	Civil Service Association, Ottawa (10)	12½
R. C. Rous	Public Works Association, Ottawa (2)	4
J. H. Ryan	Civil Service Association, Ottawa (10)	12½
A. St. Laurent	Printing Bureau, Stationery Clerks Association, Ottawa	2
J. E. A. Samson	Dockmasters Association, Levis	1
James Sandiland	Lachine Canal Employees, Montreal	3
J. A. Seguin	Public Works Association, Ottawa (2)	4
J. B. Shaw	Customs, Regina (Executive)	5
A. E. Sheppard	Printing Bureau, Mechanical Branch Assn., Ottawa (2)	4

Gilbert Smith	Civil Service Association, Ottawa (10)	12½
W. Stringer	Public Works Association, Toronto (2)	½
W. Sutherland	Immigration Association, Bridgeburg	1
A. J. Taylor	Dominion Customs Association, Winnipeg (6)	7½
Miss M. Tremblay	Civil Service Association, Ottawa (10)	12½
Ch. J. Tulley	Civil Service Federation, Ottawa (Executive)	5
T. A. K. Turner	Dominion Customs Association, Edmonton (6)	7½
Robert Veitch	Printing Bureau, Geogr. Engravers Association, Ottawa	1
George Watt	Dominion Customs Association, Chatham, N.B.	7½
C. E. Willox	Immigration Association, Niagara Falls	1

Total..... 327

The votes were allotted on the basis of one vote for the first 50 members represented, or fraction thereof, and one for each additional fifty or majority fraction thereof. The members of the Executive of the Federation were given the average vote assigned to the other delegates. And it was decided that delegates expecting to be absent from one session could allow another member of the same delegation to vote for them for the one session provided written notice of the proposed allowance be placed in advance in the hands of the Secretary-Treasurer.

ADDRESS BY THE CIVIL SERVICE MINISTER

The President stated that the Honourable Mr. A. K. Maclean, Minister in charge of the Civil Service, had been invited to attend the convention and to address the delegates, but that he had replied stating that it would be impossible for him to do so.

ADDRESS OF MR. P. H. MYERS

March 18, 11 a.m.

Mr. P. H. Myers, of the firm of Arthur Young and Company, of Chicago, who are engaged, under the Civil Service Commission, in the classification of the Service, was introduced by the President and made the following address:

Scope of Classification

Anybody familiar with Civil Service Law will readily recognize that two bases of classification are provided for. Section 42 sets up a classification of the Inside Service based largely upon salary, though nominally the degree of responsibility is the governing factor. Section 52 provides for a classification of the Outside Service upon the basis of duties.

It seemed to the Civil Service Commission and to those engaged to do the classification work that only confusion could result from two parts of the same service being classified according to entirely different bases. It seemed, too, that the classification provided in the Civil Service Act for the Inside Service, based as it is upon nothing very definite, and, applicable at best only to some

kinds of clerical work, could not be extended to cover such diverse positions as letter carrier, chauffeur, carpenter, linotype operator, draftsman, and the like. The Commission therefore, early in August last, approved a plan providing for the classification of all Civil Service employees without regard to their geographical location and based not upon salaries or length of service but upon duties performed, responsibilities exercised, and qualifications demanded of applicants for the various positions. In other words, it was decided to pay no attention to such divisions as Inside Service and Outside Service.

Definitions

Before proceeding further, it will probably be well to define four terms that are standard throughout this classification.

Position. A position is understood to mean one specific office or employment occupied normally by one person.

For example: A man may have the position of delivering letters or of taking dictation, or driving an automobile.

Class. Class is understood to include all those positions, employments, or offices, the duties and responsibilities of whose incumbents and the qualification requirements demanded of an applicant for such positions, employments, or offices are sufficiently alike to be given the same denomination or title.

For example: All persons delivering letters would be in the class of letter carrier; all persons taking simple dictation would be in the class of junior stenographer; all persons driving an automobile would be in the class of chauffeur.

Service. Service is understood to mean an aggregation of classes having similar functions.

For example: All classes whose incumbents are required to do clerical work will be grouped into clerical service; all classes whose incumbents are required to do inspectional work will be grouped into inspectional service.

Rank. Rank is understood to represent a degree of responsibility. For this purpose classes included in any one service having similar degrees of responsibility will be included in the same rank.

For example: Classes whose incumbents are required to do simple routine clerical work will be included in the lowest ranks of the clerical service; classes whose incumbents are required to exercise administrative control over large departments whose function is essentially clerical will be included in the highest rank of the clerical service; classes of positions with intermediate responsibility will be included in the intermediate ranks.

Technique of Classification

In order to obtain information about the various positions, classification cards were sent to each employee in the Service (except in those cases where there were many identical positions in the same unit of organizations, when group cards were sent) with requests that they be filled out completely, approved by the immediate superior, and by the deputy head, and returned to the Civil Service Commission.

These classification cards were then analyzed by departments and from the information shown thereon charts showing the present organization of departments prepared. In this preliminary analysis, duties, responsibilities and qualification requirements were taken into consideration and a tentative class title determined upon for each position as represented by a classification card. The function of the position was also considered and the position placed in a tentative service.

For example: The duties, responsibilities and qualification requirements on a particular card may indicate that the position is that of an immigration inspector in charge. The function of the position is inspectional and the position is therefore tentatively placed in the Inspectional Service.

The above task finished, all positions in the departments bearing the same class title were grouped and these groups of cards further grouped into services.

The above process was continued for all departments so that eventually all cards bearing the same class title for all departments were brought together and the whole again grouped under functional services.

Class cards within services were then grouped by ranks. Classes of lesser responsibility were placed in the lower ranks and classes of greater responsibility in the higher ranks.

Ranks were then defined and standard rank schedules of pay set up. Individual classes of positions as included in the ranks were then defined to show duties, qualification requirements, principal lines of promotion, and salary ranges, all of these varying from the standard rank limits as occasion demanded.

Compensation Schedules

It is the purpose to provide compensation for most classes of positions in the form of salary ranges showing a minimum and maximum with intermediate rates. It is the plan that a person upon qualifying for a given class shall be certified to the position in question at the minimum rate in the range prescribed for the class in question. The proposed rules will provide that the incumbent of a position shall normally be advanced to the next higher salary rate within the range at the end of a year's service, provided his service during the past year has been satisfactory.

The present plan of automatic increases is considered vicious in that it stifles initiative and works severe injustice in the Service. A classification plan cannot be administered successfully unless increases in salary are made for merit. This means that a recommendation will be made for a proper efficiency rating system.

The incumbent of a position will progress step by step within the range until he reaches the maximum, after which he will not be further increased until he is given more important duties to perform. The lines of promotion set up in the schedules are indicative of the classes of positions for which the incumbent of a given position is eligible to compete in a promotional examination. If a man competes, is successful, and is certified to the higher position, he will be paid the minimum rate of the range provided for the higher positions. The qualification requirements for any position indicate how many years of experience in positions of lower ranks are required before the incumbent will be eligible to compete.

Superannuation

It is likewise recognized that an employee old in the Service who loses his former efficiency should neither be kept in the Service at his full rate of pay (because of his lowered efficiency) nor turned out into the cold. It has also been found through experience that reduction in salary in such cases is unsatisfactory. A proper superannuation plan is needed and recommendation for the working out of such a plan will be included in the classification report.

Compensation Basis

It has been the plan to set up schedules of pay, which would provide satisfactory reimbursement for services rendered at the present time had not war intervened. Figures manifestly are not at hand to enable strict adherence to this rule; as a matter of fact the schedules as finally presented are the result of the best information which

it has been possible to obtain and the whole considered in the light of the professional judgment of these in charge of the work as being the proper compensation for the classes of positions involved.

It is recognized that the rates recommended are not going to be such as will furnish ample compensation under the present abnormal high cost of living. It will therefore be recommended that the Government continue to provide a bonus until conditions have returned to normal. The Civil Service Commission will make no recommendation as to the amount of this bonus or as to any basis upon which it shall be figured. That question presents a serious problem in itself and one which the Commission has not attempted in any respect to solve.

Benefits

The purpose of defining specially the various classes of positions and stating the duties, qualification requirements, principal lines of promotion, and compensation is to give every person in the service and every applicant for entry to the Service a clear idea of his work, his plans in the Service, the various positions to which he may be promoted and what he has before him in the way of salary if he chooses the public service as a career.

The advantage of having lines of promotion pointed out seems from the employees' point of view to be almost invaluable. It has been found in some departments that only about one person out of every twenty-five has anything definite in mind as to what positions he may strive for. If this situation is typical of the whole Service, and we are inclined to believe that it is, it seems that the classification would be worth while if it did nothing more than point out to employees what the natural lines of promotion are and provide for them the machinery by which on their own efforts and without political or departmental favour the most competent may rise from the ranks to the supervisory and other higher positions.

It should not be expected, however, that the classification will at one fell swoop remedy all the ills from which the department has suffered for years. On the other hand, it should not be thought that the classification will result in only defining duties and indicating principal lines of promotion; many existing anomalies will be remedied. We have found in some cases that supervision is not paid for; there are many instances where the starting salaries are not right. In other cases, maximum salaries have not been adjusted to the needs of the incumbents of the various classes of positions. It has been the aim to remedy all these bad features.

In addition to these benefits which are readily perceived, there will be many indirect benefits as a result of the application of the classification plan which will be perceived in the course of time. The classification insistently demands a carefully considered practical examination policy. As stated above it calls for a rational system of pensions and retirement, and again, as above, it calls for the devising of a system or systems for recording efficiency. Sooner or later the classification will require a better method of getting rid of incompetents than the present plan of securing an order-in-council. As a matter of fact, a good classification provides a starting point from which almost everything worth while concerning Civil Service matters may be undertaken with fair prospect of success.

Salaries

There are many reasons why actual recommended salaries cannot be considered at this time, one of the principal being that the last schedule considered may bring up a point which would call for reconsideration of all the salary schedules previously adopted. The salary schedules that we have so far worked out are purely tentative and it would be worse than foolish to discuss them, for they would have no other effect than to provoke discussion which would cause delay.

Need for Immediate Action

If the classification is to be of greatest value it must be completed and adopted by the present Parliament. With this in view we are straining every nerve to finish the classification and to have the full report ready for Parliament and copies available for distribution to all interested within a very few weeks. Lack of time has prevented us from making first-hand observations of the work of employees in many instances where we would like to have done this. As a result, while most of the classification will be correct there will be two classes of imperfections:

- (1) Where the classification is correct, but the application to the individual works an injustice.
- (2) Where the classification itself is incorrect, due to lack of information, or misapprehension, or other reasons.

We feel, however, that the benefits resulting from the classification will be so great that the employees throughout the Dominion will find themselves willing to take a little bad with a great deal of good, especially as the Civil Service Commission has and will have the machinery ready to remedy any imperfections. It seems almost unnecessary to point out that as a matter of

fact employees in the Government Service have everything to gain and nothing to lose in the adoption of the classification plan. Many will be bettered, whereas the present law provided that none can lose. As a final word I bespeak for the classification the hearty support of every civil servant. If the Government feels that the civil servants are not behind the classification they will never recommend its adoption to Parliament, nor will Parliament care to take the responsibility of approving something that is not acceptable to the civil servants. On the other hand, if you can get behind the classification and tell the Government that you feel that its bases are proper and that its adoption will prove a benefit to the service, the classification plan and its benefits will be a fact within a short time.

Mr. McDonald:

"I should like to know whether the Civil Service Commission is going to make a recommendation for an equalization of salaries East and West."

Mr. Myers:

"According to recent figures, the average cost of rent for a family of five is sixty cents a week more in the West than it is in the East; otherwise, the cost of living is almost identical, and in some cases, higher in the East than in the West. Our recommendations will be based on living conditions."

Mr. W. A. McDonald:

"Will there be any recommendations for increased salaries, and will these be based on present conditions?"

Mr. Myers:

"The general curve of increase in the cost of living from 1909 to 1914 was fairly regular. From 1914 to 1918, however, it rose rapidly. It has been our endeavour to project the general direction of the curve from 1909-1914 to the present in the belief that the cost of living would increase by this amount for causes entirely separate from the war. The general accuracy of this curve which shows what we might call the normal increase in the cost of living from 1909 to 1918, is proven by the fact that the various changes in salaries which had been approved by Government during this period furnish points of contact which conform to this curve. Since the cost of living was measurably higher in 1914 than it was in 1909, the continuation of this normal increase curve will certainly indicate higher figures for 1918 than in 1914, and this increase will be reflected so far as possible in the matter of salaries."

Mr. Sandiland:

"Have the experts considered hours of labour, as well as salaries?"

Mr. Myers:

"Certainly."

Mr. Cantwell:

"In the event of civil servants working different hours or working for different wages at the same kind of work, will the hours of labour be equalized, or will the salaries be equalized?"

Mr. Myers:

"Both will be taken into consideration, there will be equalization of both salaries and hours of labour."

Major McKeand:

"(1) Is the classification of the Board of Pension Commissioners being made on the same basis as the classification for the permanent civil servants? (2) Is the Board of Pension Commissioners being classified the same as the other Departments? (3) Why is it that a person who passes the Civil Service examination is taken on the staff of the Board of Pension Commissioners, but is not allowed to transfer from that staff to another Department of Government?"

Mr. Myers:

"(1) So far as the purposes of classification are concerned, we did not stop to consider whether a man was permanent, temporary, employed in one Department or another, Inside or Outside, etc. These questions will come up when the classification is placed over the personnel, and will have to be settled at that time. (2) Yes, any misunderstanding with regard to this may have occurred because the Board of Pension Commissioners was confused with the Department of Soldiers Civil Re-establishment. The Board of Pension Commissioners is being classified. (3) It is hoped that anomalies such as these will be removed when the classification takes effect."

Mr. Sheppard:

"Are the men of the Printing Bureau, particularly those of the Mechanical Branch, to be classified in the same way as the rest of the Service?"

Mr. Myers:

"In classifying the employees, we are merely classifying positions, and pay no attention to any particular statutes under which the men are working, but either the Government or the Civil Service Commission should make a thorough study to determine whether any of the statutes are in conflict with the classification, and what should be done if they are found to be in conflict. There should be only two kinds of employees in the Government, permanent and temporary."

Major MacInnes:

"What will happen to the men who are doing work for which they are not qualified, or to those who are qualified for positions

higher than the ones which they are now holding?"

Mr. Myers:

"There will be a sincere attempt to correct these anomalies."

Mr. Johnson:

"Is a classification being made of the staff of Permanent Commissions appointed by Act of Parliament, when such Act of Parliament vests the appointment and discharge of its staff in the heads of such Commissions? If such a classification is being made, will it go into effect without such Acts of Parliament being repealed?"

Mr. Myers:

"The employees of the Railway Commission have been classified. The adoption of the classification by Parliament should repeal any conflicting Act of Parliament. Such questions will have to be taken up categorically and individually."

Miss Tremblay:

"Will there be any danger of the Civil Service Commission passing a regulation by which discrimination will be made against women?"

Mr. Myers:

"If the special qualifications of positions are such that they can be filled alternately by either men or women, the position should be open to men and women on the same terms."

Mr. Beirnes:

"Has the Western Grain Inspection Department been classified?"

Mr. Myers:

"Yes."

ADDRESS OF MR. TOM MOORE

March 18, 2.30 p.m.

Mr. Tom Moore, President of the Trades and Labour Congress of Canada, was introduced by the President, and addressed the convention as follows:

"Mr. Chairman and fellow-workers,—Coming as I do, representing a large body of wage-earners, I feel it a privilege to address a body of the Civil Service Federation, who are also workers. It may be that you class yourselves more as salary earners than as wage earners. The only difference that I can see is that a wage earner gets a little more money than the salaried worker."

"I have just been very briefly glancing over your programme, and the problems which you are met to discuss to-day seem to be very similar to the problems which the conventions of the Trades and Labour Congress meet annually to discuss. There seems to me to be no difference in your appearance or in your make-up; you need

three square meals a day, just as the wage earner does; you need clothes that are purchased in the same stores, and subject to the same increases in prices as the body of men whom I have the pleasure of representing. Therefore, recognizing that there seems to be no difference in these particular respects; recognizing also that the problems which you are facing are very similar, I feel as though I am not, on this occasion, asked to speak to some outside body, but rather to speak to the class to which I myself belong, the great class of workers of this Dominion of ours.

"The question of affiliation has been mentioned by your Chairman, with what is known as the labour movement. That is something which every body of workers must discuss and must settle for themselves. It would be unwise on the part of anyone to say to you that it is necessary for you to do it, or that it is advisable. One of the fundamental principles of associations and organizations affiliated with the Trades and Labour Congress is that they maintain absolute authority over their own affairs. It is voluntary on their part whether they affiliate or not, and if they become dissatisfied it is voluntary for them to cancel that affiliation, but I am glad to say that, during the history of the Congress, it has been one of continued growth, without any secession.

"At present there is a division in the ranks of the wage earners affiliated with the Congress as to whether the present form of the organization gives to each worker the right to belong to the organizations covering the peculiar work in which they are engaged, or whether the greater movement, known as the One Big Union, can prevail. The Trades and Labour Congress has nothing in common with the principles of what is known as the One Big Union, the I.W.W., or such organizations. Its policy has been one of co-operation, negotiation, and arbitration, as far as it is possible to carry them out. There are times when arbitration fails, times when workers, having used all the powers of persuasion which they possess, fail in reaching the objects which they set out to reach. When those points are reached, and when it is impossible to go any further because of the stubbornness of the controlling head—the employing class, then it is that the strike takes place.

"In the labour movement to-day, as represented by the workers affiliated with the Trades and Labour Congress, we believe in voluntary arbitration, not in compulsory arbitration, and, provided that we are satisfied that a square deal is given us during the progress of the operations, strikes will very rarely take place. The workers have simply said that if there has to be arbitra-

tion, they must be voluntary parties to it, and many of the large, powerful, national trades unions of to-day carry out that principle for the betterment of wages and working conditions. They have a clause that no stoppage of work shall take place until certain processes of arbitration have been carried into effect, thereby making themselves voluntary parties to see that work is carried on without cessation.

CABLE TO THE PREMIER

Ottawa, March 17,
1919

The Right Honourable Sir
Robert Borden,
Premier of Canada.

The Eighth Convention of the Civil Service Federation of Canada extends respectful greetings to the Premier of Canada, rejoicing that the country we serve has a voice within the family of nations at this momentous hour.

Frank Grierson,
President.

CABLE FROM PREMIER

Paris, March 20,
1919

I send warm thanks to the Civil Service Federation of Canada for the message which has just reached me, together with best wishes that the Convention may be most successful. The service which Canada has given to the world during the past five years is universally recognized by the nations assembled at the Peace Conference, among whom our country stands in a proud and assured position.

Sir Robert Borden

"There has been much said relative to this question of arbitration, as to whether the employees of a Government Service are in the same position as the employees of a private employer. We have seen illustrations during the past year or two with the letter carriers and other sections of the Government service, where the workers, having been dissatisfied with their conditions, have been on the verge of ceasing work. At this time they have asked

for an arbitration board, and the Government has replied that, being an authority elected by the people themselves, it is not within their rights to appoint boards to do the business which they themselves are elected to do. This may sound all right on the surface, but our opinion is that, whether the worker is engaged for a municipal, provincial, or a federal government, or whether he is engaged for a private employer, there is no difference in this one principle, that the worker must be given fair representation on any board created to governing the hours, the wages and the conditions under which these workers shall be employed and engaged in the future. Therefore, if we recognize that the workers must take a more prominent part in fixing the conditions under which they work, we have got to get out of our minds the fact that there is any difference when it is a Government by which they are employed. They have absolutely every right to fix those conditions for themselves.

"Our movement has always been to the forefront in working for the broadening out of Government ownership. This involves the broadening out of the conditions of the workers who are employed in Government services. Those men may be employed in clerical work, or they may be employed in manual labour, but the principle remains the same, namely, so long as they are in Government service they should be classed on the same standard and given the ordinary rights which the Government to-day recognizes they should have in private employment. Therefore, I should like this Federation of yours to take up amongst other matters of consideration, the question of the establishing of Boards of Conciliation and Arbitration in disputes which may arise between the Service and the Government.

"We now come to the broader question, which is known as the Co-operative Industrial Council. This may appear to you as not perhaps as intimately connected with your own particular calling as it might be if you were engaged with a private employer, but the principle is one that should be introduced into the Public Service. In the industrial field we are to-day building up powerful federations on the side of the workers, with the sole purpose in view of being able to meet on equal ground the large federations of employees in similar industries. But it must not be thought that trades unions, as they are constituted to-day, are simply machines built up for aggressive action. The question of the pay-envelope is naturally a very serious consideration. We also understand thoroughly that if we are chained to our employment for as long a period as our vitality will

stand, the rest of our time must be taken up in absolute rest in order to recover for the toil of the day following; there is nothing broader for us to look for. Therefore, there is the necessity of shortening the work day until the minimum hours have been reached which will produce for the masses of the world all that the masses themselves can consume. In connection with this we must meet the problem of unemployment, a problem which is affecting some of the branches of the Civil Service to-day.

"I have in mind for the moment the question of the employees of the canals of this country of ours, where they are hired for nine months of the year, and are discharged when it is impossible, practically, to secure other employment. Many of these men, when they are not required by the Government, are on the verge of destitution during the winter months. Unemployment must be provided against, and the problem which is facing the workers of to-day is one whereby industries can be so controlled that the spectre of unemployment will largely vanish, and that the Government shall bear the burden of maintaining, whilst unemployed, those citizens of its country who have not the opportunity to secure employment.

"There is no greater cause for social and industrial organization than that of the hungry man. When a man physically capable and anxious to work is refused the opportunity to work, because of an industrial system which places the means of employment in the hands of a few people, he is fertile ground for any policy, however wild it may seem to the man who has a comfortable meal and a comfortable home. During the four years of war we were told that it was a crime to be unemployed. An order-in-council was passed that men should be arrested if they were found without useful occupation. If it is necessary, for purposes of destruction, that men should be fully employed the whole of their time, is there not sufficient in this civilization of ours to keep men fully employed for the purposes of construction and the betterment of mankind?

"The closer back to the land a man can get, the better citizen he will become. You cannot make good citizens in the slums. If we want citizens, we must give them homes that they will be proud of and give them a stake in the country that they live in."

Discussing the employment of women in industries, Mr. Moore said:

"The labour movement does not intend to tolerate anything but equal pay for equal work. We deny the right of either public or private employers to exploit women because they are women."

Speaking of education, Mr. Moore said:

"We want the high schools as well as the colleges to be thrown open to the children of the poor as well as to the children of the rich."

Referring to the present industrial unrest, Mr. Moore said:

"When you read in the papers that the miners of Great Britain are asking for a six hour day, do not think that they are striking at Great Britain or the world. They may have more real regard for the good of the world and humanity than many of the people who are opposing them in their demands."

—CSFC—

REPORT OF OFFICERS

Patronage Abolished by Order-in-Council February 13th

After the close of the last convention of this Federation, on November 29, 1917, your officers took the earliest opportunity of interviewing the Prime Minister regarding the implementing of the Government's pledge to abolish patronage. Mr. Walter Todd, President, and Mr. F. Grierson obtained an interview with Sir Robert Borden on Dec. 14th. Mr. Todd presented the case for the Federation asking that an order-in-council be passed at the earliest possible date. The Prime Minister stated that this would be done as soon as the ministers returned from their election duties, and the order-in-council introducing the Merit System was passed on Feb. 13.

Bill No. 53. The Acting Minister of Finance, Hon. A. K. Maclean, having in charge the preparation of the C. S. Bill which was to finally place the Merit System law upon the statute book, issued invitations to the Federation officers to discuss with him the principles of the bill. The first meeting took place on March 21, and was followed by many other conferences. This bill was finally enacted on May 24, and thus there was placed upon our statute books a law which removed the curse of Patronage, placed the Public Service upon a high plane and reflected everlasting glory upon the Union Government and the minister in charge of the bill, the Hon. A. K. Maclean. The classification called for under section 53 of the bill is now nearing completion and consideration will be given to this subject at this convention.

Bonus for the Outside Service

As soon as possible after the work in connection with the bill was disposed of, the Federation turned its attention to the subject of a war bonus. By an understanding made with the C.S.A.O., the Federation devoted its energies to the case of the Out-

side Service. A memorial was presented to the Ministry by a strong delegation on April 23. (Civilian, May 10.) A reply from the Government was embodied in the estimates for the fiscal year 1918-1919, granting a bonus of \$150 and \$100.

Superannuation

The Government passed an order-in-council (No. 804) on April 17, providing for superannuation by the War Measures Act by means of gratuities, annuities, etc. No action has apparently been taken upon this order-in-council.

Changes in the Executive

Mr. Walter Todd, the President of the Federation, resigned the presidency on May 27, on account of his health, to the regret of his colleagues on the Executive. A mail vote was taken, resulting in the election of Mr. F. Grierson as President and Mr. L. D. Burling as Secretary-Treasurer. Later Mr. T. H. Burns was appointed Vice-President and Mr. C. J. Tully Organizing Secretary, in succession to Mr. T. T. Hawkins, resigned. Mr. J. C. O'Connor, President of the C.S.A. of Ottawa, Mr. F. Kehoe, President of the Customs Association of Ottawa, and Mr. W. G. Jessop, Railway Mail Service, Toronto, were added to the committee. Messrs. A. Lovett and J. W. Green were placed on the Executive in place of Messrs. C. A. Hives and C. Powers.

The Postal Strike

In July there was a strike in the ranks of the postal employees, and conferences were held in Ottawa and Winnipeg to investigate. This was followed by three orders-in-council affecting the bonus of the Postal, Customs, and Public Works services.

War Bonus for All

During the month of September the increases in the cost of living made itself felt so severely throughout the whole Service that it was decided to prepare a comprehensive statement of the claims of the Service for recognition. The most comprehensive memorial ever drawn up by the Federation was prepared and presented to the Cabinet on October 8. The Government replied to the memorial in an order-in-council on Nov. 7, the terms of which are known throughout the Service. The Federation presented two further memorials, one in November and one in January, in the endeavour to impress upon the Government the justice of the granting of the full bonus of \$350 to all in order to meet in a measure the

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EDITORIAL

THE CONVENTION

Of outstanding interest is the report of the convention of the C. S. Federation of Canada which was in session from March 17 to 22. Civil servants who take an interest in the good name of their country as it may be reflected by the administration of the public service and those who are keen about their status as a class, will do well to look carefully over the proceedings of this convention and advise the officers of the Federation of any errors of omission or commission which they may discover. It will be observed that by the new constitution an entirely new organization has been set up, replacing the obsolete and inadequate system established ten years ago, involving a new system of elections, a new form of executive bodies, provision for raising funds and for the permanent employment of secretaries, etc. A great program of activities based upon progressive instincts and high ideals has been adopted and this will in due course be put in proper form and presented to the Government and the Commission.

The key note of the convention was struck upon the opening day in speeches by the President and the Secretary, as follows: "We will discuss the subject as to whether we will revert to our old pre-war standing, or whether we are to-day prepared to interest ourselves in world affairs"; and "we as civil servants must outgrow the idea that our task is done when we have discussed, or have even achieved, satisfactory wages and material conditions of employment."

And the record of the convention is positive and constructive, in spite of the opposition of some, for example, who had no better reason for voting against initiative, referendum, and recall, and proportional representation than the stated inability of the convention to pass laws. "Wait until the members of school boards, city councils, provincial house, parliament, are chosen so that they really represent their several constituencies", etc.

Without accepted parties, with no open appeal to the want-of-confidence principle, and with the delegates largely free to vote as they thought best, the convention nevertheless dispelled any lingering doubts as to the ability of men and women to line themselves up in favor of things as they used to be, or are, and things as they should be. Activity being unnecessary in the satisfied, it receives condemnation when adopted by the progressive. The latter has to work with his coat off, and many a man who prides himself on his conservatism is merely hanging on to the coat tails of progress and should be complimented on being able to keep on his feet.

We would direct particular attention to the resolution proposed by the Organizing Secretary and entered in the proceedings under the title "Policy: pledging efficiency from the bottom and asking efficiency at the top." The convention should not be judged too harshly for its failure to pass this resolution or to demand a roll call upon it. A motion to incorporate the resolution in the minutes without taking a vote on it certainly robbed the progressive members of the convention of an opportunity to record their feelings regarding a document which we hail

as a twentieth century Magna Charta. We congratulate the two delegates, Messrs. Tulley and McLaughlin, who as mover and seconder, have the honour of being the only signers.

Neither the spectator at the convention nor the reader of this copy of *The Civilian* should feel that he has seen the heart of the Civil Service movement, and yet, both will have fallen short of their possibilities if they fail to reveal an awakening consciousness on the part of civil servants that currents of their life throb no less strongly than those of others of their fellow men and receive their inspiration from the same source.

It is neither feasible nor desirable to deal editorially with all the acts of the convention in this issue. There were, however, a few fundamental principles which came up for discussion which met a fate, casuistic or scientific according to the temperament of the speculator who cons over these reports. We take first the settlement of the question of affiliation with labour. Insofar as the Federation is considered we humbly set forth our opinion that the settlement made of this question was both progressive and scientific. A compulsory clause in the constitution, such as was moved would have compelled the withdrawal from the Federation of at least two large bodies who had voted against affiliation for the present, viz., the C. S. Association of Ottawa and the Dominion Customs Association. The permissive clause which has been adopted grants provision for all that the progressive element in the Federation desires and allows for a natural and healthy development of that spirit which calls for co-operation amongst all classes of employees in the endeavour to obtain fair play and equality of opportunity from the Economic Power. Taking a prominent part in this feature of the convention was the delegation from the C. S. Association of Ottawa, led by their president Mr. J. C. O'Connor who himself moved the amendment which disposed of the matter so satisfactorily. As will be seen by the votes and proceedings in the minutes, the delegation from the great Inside Service Association had almost a paramount influence upon the subjects debated and their responsibility for the weal or woe of their fellow-members was not less than the voting power which they brought to the convention as the result of the most highly developed instance of organization we have yet seen in the Canadian Service.

A second fundamental principle discussed, even more far reaching in its eternal effects upon the lives of civil servants as a class and upon the Civil Service as a grand national institution, was that of distinctive representation in Parliament for civil servants apart from the established party machines. The result of this vote was, in our opinion, one of the surprises of the convention. The question came before the convention upon the reading of a few seemingly harmless words in the report of the officers to this effect,—"direct representation in Parliament will contribute to the consummation of our fondest hopes."

The adoption of this sentence of the report did not bind the convention to political action; the president explaining that as civil servants could not run for Parliament, the idea was to affect affiliation with other bodies of wage earners and through this medium to get a voice on the floor of the House of Commons. Strange to say the delegates from the Inside Service Association, the executive of which had been elected on a progressive plat-

form, led the opposition against political representation for civil servants. We are lost in wonder and alarm at this, as it appears to us, extraordinary proceeding. Ottawa civil servants of all people not to realize the urgent need of a friendly voice in the House of Commons passes comprehension. We have endeavoured to have our bills placed in the hands of a special committee of the House and we have been obstructed by the cold blooded party machine politician. We have been compelled to carry on crusades of education, among the members who were engrossed with the multifarious interests of their constituents, and so have been unable to render anything like 100% first aid efficiency to the Civil Service problem. We have been ordered or requested by all governments to carry on campaigns of education of public opinion. (This suspended sentence has just been pronounced in respect of Superannuation.) We ask if all this energy would have been wasted, as it has to a great extent been wasted, did we have in Parliament some men whom we could call our own—sympathetic and alert and unfettered by allegiance to any machine. But the great Inside Service, as represented by its delegates at the convention, is apparently satisfied with the old system of machine politics—so much so in fact that it is not willing to admit that a member of Parliament of our own would help. Just enough of the delegates from outside points voted against the pious expression of opinion involved in the sentence quoted above to expunge it from the report.

In our next number we will discuss other principles involved in the debates, beginning with "free speech" and the "Whitley Council" resolution. The interest about "free speech" is that it was deleted from the agenda and *The Civilian* will discuss philosophically the subject of "free speech" both in Canada and in the Civil Service, for the subject was dropped from the agenda upon the hypothesis that civil servants do enjoy and exercise the privilege of "free speech."

—CSFC—

EDITORIAL NOTES

The holding of three conventions within the space of two weeks is making an unusual demand upon the pages of *The Civilian*. It becomes necessary on this account to announce to our contributors that we will regretfully have to hold over some reports and other matter and we feel sure our friends will appreciate this journalistic necessity.

—CSFC—

The Federation by resolution ordered that the speech of Dr. Roche delivered at the dinner given by the Civil Service Association of Ottawa should be published in *The Civilian*. The report of this most successful function has not reached the Editors and therefore cannot appear in this number. It will, however, be presented to our readers in our next issue, but the historical and philosophical review of the progress of Civil Service reform in various countries which was embodied in the splendid speech of Dr. Roche will be found on page 206.

—CSFC—

On April 1, there was laid on the table of the House of Commons a resolution for a bonus for \$2,500,000. At the time of writing no information is forthcoming as to the particulars. If our country resembled in this particular other countries which have felt the scars of the war, the Government would have followed the democratic not to mention the common sensible method of conferring

with the accredited representatives of the Service. The Federation officers, however, immediately made an application to the Acting Premier for an interview. It is to be hoped that all the anomalies and unjust limitations of the bonus for 1918-19 are not to be repeated in the new year. If it be so we can only wish that the blood flowing in the veins of the rest of the Service were as red as that flowing in the veins of the postal employees or as blue as that flowing in the veins of the plutocrats and profiteers who are able to get just about everything they desire.

—CSFC—

We are able to announce a foreword as to the present attitude of the Government regarding the enactment of a Superannuation Act at this session. On Tuesday, the 1st inst., a delegation from the Dominion Executive and the Ottawa Branch of the G. W. V. A. held a conference with the acting Prime Minister and the Hon. Mr. Maclean and in reply to a representation regarding Superannuation, Sir Thomas White announced that it was very unlikely that a bill would be introduced this session. Arguments were advanced by the president of the Federation who was in attendance to show that Superannuation might be introduced without any expenditure beyond the abatements received and that the Government might not be called upon for its share of the scheme during the ten years next ensuing. The opinion of Sir Thomas was that public opinion should first be educated on the subject. The Federation, however, has yet to bring to bear the full force of its representation coupled with the recommendation of the Commission which it is understood will accompany the Classification report.

—CSFC—

Imagine the United States refusing to accept the passport of the Honourable Mr. T. A. Crerar, Minister of Agriculture, because of his position as an officer of the United Farmers of Alberta! Yet Great Britain has just refused to honour the passports of officers of the Non-Partisan League in the United States. Profiteering is so well-entrenched within our social and economic system that it must be attacked collectively. The necessity for action against a continuing exploitation of the many by the few, which is seriously impairing our national morale, has given birth to co-operative leagues among the farmers in the western part of both the United States and Canada. Both movements have the welfare of the country at heart, and both movements will be heard from. As a matter of fact the rest of us will join them or similar organizations as soon as we are sufficiently alive to our own interests or to those of the country we live in. The action of the British Government, or similar action on the part of the United States, will not stop the spread of the co-operative movement among the farmers in the west in either country, or among the rest of the population, but it will have served a purpose if it focuses the attention of our people on the advisability of still wider co-operative effort.

—CSFC—

The desire to quote from the *Labour Gazette* is so frequent, and often involves so large a proportion of the matter appearing in its pages that we take this opportunity of reminding our readers that they can secure the monthly visits of the entire magazine for an outlay of only twenty cents a year. The *Labour Gazette* is fast attaining high ranks as a storehouse of information regarding work, workers, and working conditions, as an

exponent of the scientific method of treating labour problems, and as an interpreter of democracy in labour. It will not lose this high standing as the result of one mistake, but we are at a loss to account for so wide a departure from previous practice as the editorial in the last number on Bolshevism. In these days of censorships, known and unknown; military, financial, political, what not, the free magazines must be careful not to make mistakes. We shall expect the truth in the next number and in the meantime would advise those who may have been tempted by the high standing of the *Labour Gazette* to accept the editorial in question as authoritative to read the article by Taylor in *The New Republic* for March 15, the letter upon page 213 of *The Public* for March 1, and the International Relations section of *The Nation* for December 28, 1918.

—CSFC—

At the very fine banquet furnished by the C. S. Association of Ottawa to the visiting delegates, the Hon. Martin Burrell delivered a splendid after dinner speech, replete with classical references and happy quips. We feel bound to mention, however, that one reference, while expressed as happily as the circumstances allowed, was based upon anything but a happy event. Mr. Burrell lauded the practise of civility as a virtue which all classes of people should cultivate, and deplored at considerable length the fact that civility was not more universally practised. The reference was pointed, and in the opinion of most of his hearers the Minister had in mind the strike at the Printing Bureau, which is under his administration, and which was raging in full force at the time he spoke. The Minister's homily on civility and other manly virtues is interesting in view of later developments. The Printing Bureau, according to the official report, was a cesspool of inefficiency. The strikers who belonged to the Mechanical staff, which was one of the few branches to receive commendation, had to return to work without gaining their point. On the other hand the King's Printer and the assistant K. P. have received increases in salary of \$1,000 and \$500 respectively. The Printing Bureau is thus re-organized and placed upon a paying basis. Those responsible for the "cesspool" are rewarded by increases of salary. There may now be hung over the door of the Printing Bureau a banner with this strange device, "Abandon SOAP all ye who enter here." Hurrah for Public Ownership!!

—CSFC—

As *The Civilian* is getting ready for press interesting developments are maturing in the several postal services. Owing to the procrastination of the Government in responding to or even in acknowledging the receipt of grievances in the Service—a condition which has now become a chronic state especially in the Post Office—an ultimatum was delivered to the Postmaster General to the effect that unless some action were taken in regard to the various representations made by the Postal Organizations before April 1st, the postal clerks, letter carriers and railway mail clerks of certain sections would walk out of their work shops and take a holiday. This is the kind of argument that seems to come within the comprehension of the Government, for action was taken at once. A bonus vote for \$2,500,000 was introduced in the House of Commons for the months of April, May and June, and the organizations that had the gumption and the good sense

to kick against the egregious stupidity of the department have been invited to come to Ottawa, "all expenses guaranteed by the department," to discuss the points at issue. The investigation of Dr. Roche at Winnipeg last year, we presume, goes in the scrap heap and the postal boys in their interview with the department will attain their objects if they are wise enough in the light of past experience to keep a bomb burning under Dr. Coulter's chair until the deed is signed. The conference began on Monday, April 7. It should have a wide scope in the nature of the problems to be discussed. The status of Dr. Coulter as a champion procrastinator and humbugger should be disclosed. The fixing of the day for the asphyxiation of the Doctor and his worthy running mate B. M. Armstrong who makes his mail clerks work in match boxes and suspends them for asking a question, should not be further postponed. The only explanation for the retention of such men in the Public Service is that they hold in their possession some terrible secret concerning those skeletons which infest many a poor minister's closet to his eternal undoing.

—CSFC—

The Soldiers' Settlement Board has been empowered to buy land from those holding it out of use in order to provide farms for our returned men. A Minister of the Crown in Montreal stated that there were no available Crown lands fit to offer our defenders. The head of the Soldiers' Settlement Board used the same words at a meeting of the Ottawa Forum recently, and a pamphlet issued by that Board makes a similar statement.

The cost of the land to the government will be high. But what really does the purchaser assume? Chiefly land value which the people as a whole have made themselves. Thus the government pledges our credit to pay for what already belongs to the people. In other words we are buying back our heritage. When a person buys an article made by another he exchanges a labour product or else money which represents it, for the other party's labour product and that is a legitimate transaction.

But buying land is creating the power of extortion. By such action the people are burdened and those concerned have to wear out their lives in paying for land that was originally provided free for their use. This ridiculous policy is called Soldiers' Settlement and the pretense is set up that land monopoly is being attacked in the interests of the soldiers.

Proper settlement cannot be promoted in that way. Responsibility must be put upon the landowners of using it fully themselves or of subdividing it and letting it go on easy terms. They must be compelled to work it properly or get rid of it. Such a policy would cost the people nothing. It will make no further addition to the already excessive public debt. It would operate throughout the country bringing all land of value into use.

Tax land values so as to remove the incentive for holding land out of use, and then there will be land for all. Soldier settlement in rural districts would then be facilitated and that without the assistance of Land Settlement Boards. Furthermore, if past experience is to be the criterion, the land to be expropriated will come from the small holders who have no influence at court. The Siftonian and other syndicated interests, the railway and Hudson Bay interests which supply the party machines with funds will exercise their customary power and pull and will hold their holdings.

OUR
VOLUNTEERS
IN KHAKI
4,775

Civil Servants Under Arms

OUR
DEAD - - 457
WOUNDED 622
PRISONERS 25

FROM PRIVATE TO C. O.

On the night of the ninth of August, 1918, the wires carried to England news that Lieut.-Col. Bent, commanding the 15th Battalion, had been severely wounded in the great drive against the Huns.

Not least interested in the tidings was Major John Pollands Girvan, second in command of the battalion, who had been married just a few days before to Nursing Sister Jean Sword, R.R.C., of Owen Sound. To break off a honeymoon in order to lead a battalion of battling Highlanders in the "big push," with all the attendant risk and hardship, was no small thing, but both Major Girvan and his bride were soldiers, and so the Toronto Scots soon had their major at their head and were headed towards the Rhine.

"Jack" Girvan was born in Scotland in 1885 and was educated in Edinburgh. Coming to Canada, he joined the postal service in Toronto post office in 1907.

From boyhood he had been devoted to athletics and in Toronto found encouragement for his skill. As an amateur boxer he was first-class, but in rowing he was especially proficient. As a bowman he had few equals. He started to row in 1910; in 1911 he was bow of the Champion Junior VIII; in 1912 he won the Senior VIII oar at Montreal; in 1913 he was one of the Argonaut IV that won the Intermediate Championship of Canada. He also rowed with the Senior IV at Put-in-Bay and in the Post Office Crew that won the Hammond Trophy.

When the war broke out he had no claim to preferment in the army, so he just joined up with the 48th Highlanders and was a full private when the 15th Battalion was mustered in at Valcartier. The story of the 15th is his story.

On September 29, 1915, he was awarded a commission and on April 27, 1916, he received his captaincy and command of a company. Four months later he was a major.

At Courcellette, on September 24, 1916, he sustained a shot wound in the chest.

Of his achievements in 1917 more will be learned when the boys come home (for "Jack" Girvan is a modest fellow and tells little about himself), but he won two

decorations—first, the French *Croix de Guerre*, for materially assisting in a hazardous operation in which French troops were engaged, and, at the end of the year, the British Military Cross.

For even soldiers who have trained and graduated in the School of War, there are courses of instruction, and it was to take a senior course at Aldershot that Major Girvan went to England when the campaign of 1918 was lowering. He wanted that course finished—and other reasons that would have made a longer stay in England very pleasant just then, have already been referred to—but, when its C. O. lay wounded, the 15th needed its second in command. The offer of Major Forbes to take his place was disposed of in a few words—"You have a wife and children,"—and, with a recommendation for exceptional ability from the O. C.

School, Major Girvan went back to the front.

From the middle of August until the armistice he led the 15th through all the fighting of the bloodiest campaign that the Canadian Corps was ever engaged in. For distinguished gallantry at Hill 70, in September, he was awarded the D.S.O. and within two months, a Bar to that decoration testified that he still "carried on."

With the return of Lieut.-Col. Bent, Major Girvan's duty as acting lieutenant-colonel ceased, but he handed the battalion back to its commander with a new and glorious chapter added to its splendid record. It is not necessary to speak of four decorations and numerous Mentions in Despatches to draw from a man of the 15th the emphatic opinion that as a soldier, in any capacity from private to acting lieutenant-colonel, "Jack" Girvan is "Jake aloo."



MAJOR JOHN P. GIRVAN,
M.C., D.S.O. and BAR.

POSTAL CASUALTIES

The official record of employees of the Post Office Department who have lost their lives in the war contains one hundred and fifty-one names. This is eloquent testimony to the serious part taken in the fighting by the splendid body of postal employees who donned the khaki. Even more than this number of names of Post Office Department men who have died or been killed are to be found in the Civil Service Roll of Honor, for, while the Departmental list contains only the names of those officially on the Department's staff, the Civil Service Roll includes also the names of some who were government employees before the war but who resigned in order that they might enlist. The names of several postmasters are also on the Civil Service Roll, but not included in the Post Office Department roll.

Names of men who have been killed or who died while on military service, recorded in the Department roll, but not previously reported in this column include the following:

WALTER J. ADAMS, of Fredericton post office.

F. W. COUSINS, of Calgary post office, who served with the 3rd Divisional Cyclists and was wounded in 1916.

JAMES DUNCAN, of Toronto post office, who served in the 13th Battalion and was wounded last October.

ADJUTANT GOULET, of Quebec post office.

ALBERT HAROLD HAMMELL, of the Railway Mail Service in the Winnipeg District, who was at one time with the Postal Corps.

THOMAS WALLACE LAWSON, of the Railway Mail Service, Toronto District.

A. MORAN, of the Railway Mail Service, Moose Jaw District, who was a reservist of the French army, and

THOMAS HENRY POLLOCK, of Calgary post office, who enlisted with the 82nd Battalion and was wounded.

—CSFC—

OUR DECORATIONS

Norman J. Ryan, a Toronto postal clerk, has been awarded the *Croix de Guerre* of Belgium for conspicuously gallant work in the fighting around Cambrai last October. He was wounded in that action. Private Ryan went overseas with the 198th "Buffs" Battalion of Toronto, but served in France with the 2nd Mounted Rifles.

Lieut.-Col. Robert Henry Palmer, of the 49th Battalion, who won the D.S.O. some time ago, has two Mentions in Despatches

to his credit. He is a Forestry Branch official.

At the recent annual convention of the Dominion Land Surveyors Association, the roll of honour of its members who have served in the war was presented. This roll has been prepared with pride and care and the casualties suffered and honors won by the men at the front have been carefully recorded. Many of the surveyors are civil servants or were in the Government employ right up to the time of their enlistment. The D.L.S. record shows that several of these have won decorations and honours not heretofore reported in *The Civilian*.

Major George W. MacLeod, of Edmonton, who belonged to the splendid 49th Battalion, and whose being wounded and winning the D.S.O. has been referred to in previous issues, has also won a Bar to the D.S.O. and has been twice Mentioned in Despatches.

Lieut. Hugh E. Pearson, of Edmonton, who belonged to the 138th Battalion, has won the Military Cross.

Lieut. A. R. Neelands, of Ottawa, with the Canadian Engineers, won the Military Cross.

Lieut. P. J. Moran, of Kingston, was Mentioned in Despatches.

M. D. McCloskey, who went overseas with the "Civil Service Siege Battery," won the Military Medal and was awarded a commission.

All these officers were connected with the Topographical Surveys Branch of the Department of the Interior.

The 42nd Highlanders of Montreal were the first volunteer corps of the Canadian Expeditionary Force to return home as a unit. Recapitulation of the magnificent record of this battalion recalls that one of the officers who shared its glory and won a Military Cross was a civil servant—Lieut. J. A. P. Haydon, of the Government Printing Bureau. Lieut. Haydon won his commission in the field, having been a sergeant in the 77th Battalion. He was wounded at Arras in April, 1917, and returned to Canada some time ago.

A cable quotes the Order awarding the Military Cross to Lieut. Frank P. Steers, 2nd Battalion, Canadian Engineers, as follows: *For great gallantry and devotion to duty during an attack on the Queant-Drocourt line east of Arras. More especially on the night of September 1, 1918, when in charge of 100 sappers called out for work in consolidating the front line. Though warned that a counter-attack was imminent, he delivered shovels to the infantry in the front line under trying conditions. The following day he led his men through with the*

infantry and worked all day, under heavy shell fire, on the roads, enabling ambulances and guns to go forward.

Another Order awarding the Military Cross to a civil servant reads: *Captain Clem King, 45th Battery, 9th Brigade, Canadian Field Artillery. For conspicuous gallantry and devotion to duty on August 29th, 1918, near Monchy-le-Preux. Noticing a creeping bombardment coming towards his wagon lines, he commenced to clear them, but before the clearing was completed the bombardment burst on them, wounding a number of men and horses and the only other officer present. By his coolness he kept his men steady, and passing several times through the barrage led out horses and wounded, eventually clearing the lines.*

—CSFC—

THE DOMINION LAY MEAT INSPECTORS' ASSOCIATION

The above association held its annual meeting on March 5, there being a good attendance. The following officers were elected for the coming year: President, J. Bentham; vice-president, T. Kerr; secretary-treasurer, F. W. Callaway; Executive Committee, D. Edwards, G. H. McKay, A. McGinn.

—CSFC—

If Democracy is to get a footing in the Canadian Civil Service, let the Federation request that the Government introduce Whitley Councils as the Home Government has done in its naval, military and civil services.

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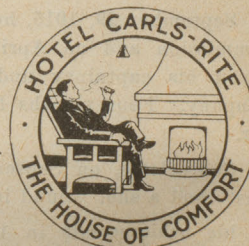
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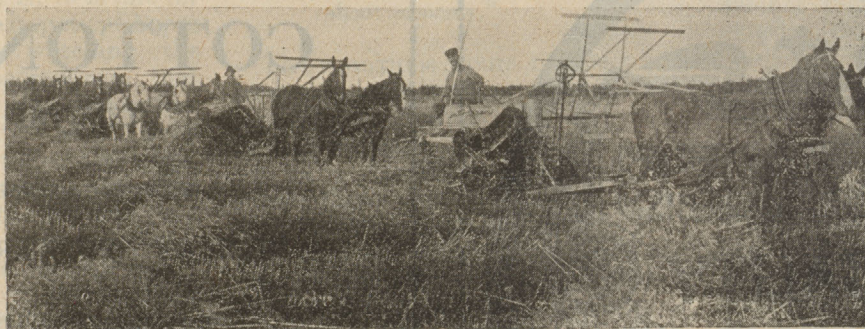
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G. H. FERGUSON,
Minister of Lands,
Forests and Mines.

WRITE:—

H. A. MACDONELL,
Director of Colonization,
Parliament Buildings,
Toronto, Ontario.



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Cable Address

"NOTTOC"

At the Sign of the Wooden Leg

Your
Humble
Servt.
Silas
Wegg

Watchman, What of the Night?

WHO has not, at some time or other, whether tossing on a feverish bed or walking along a lonely road, waited impatiently for the dawn? Every gleam of light that might betoken daybreak, every sound that speaks of the day's activities, is carefully assessed by the eye or ear. Even the rattle of the milk cans becomes musical in those hours when doubt of the sun's infallibility has settled upon the soul. Perhaps there was as much truth as poetry, so we feel, in those old hymn words of Dr. Watts, or another—

Tomorrow's sun may never rise
To greet your long deluded eyes.

Another poet, if I mistake not, for I have not my Bartlett at hand, speaks of a slumbering dawn. Unless you know what that is, it is idle for me to write about the impatient hopes of those who are watching the horizon for the appearance of that sun known to us as Reclassification. We have been deceived so often by false dawns and will-o'-the-wisps, that seemed to be morning stars, that sometimes we think the sun has been lost in the Chicago mires, but the dawn though slumbering will surely awake, and the dilatory daybreak will be welcome even if, like the ten o'clock scholar, it does not arrive until noon.

One of the most pitiful pictures in all poetry is that of the little daughter of the skipper of the *Hesperus* when, bound to the mast, she questioned her father about the lights she saw and sounds she heard in the blackness of the storm:

"Oh, father! I see a gleaming light,
Oh, say, what may it be?"
But the father answered never a word;
A frozen corpse was he.

Does the picture not suggest to your mind's eye the fretful queries of

a Civil Service delegation, and the non-committal answers of a Civil Service Minister?

But the father answered never a word;
A frozen corpse was he.

Standing on tiptoe the Service is seeking to pierce the darkness for the first signs of the new day. What is that gleam to the North? Is it Aurora "returning on her silver wheels," or only that second cousin of hers, Aurora Borealis? And that gleam to the South? No, my daughter that is not sunrise yet. 'Tis only some farmers lighting a bonfire to celebrate the vote on the Daylight Saving resolution.

"Oh, father! I hear the roosters crow,
Oh, say, what may it be?"
"The price of eggs does upward go,—
Pray do not bother me."

"Oh, father! I hear the milkman's feet,
Oh, say, what may it be?"
"Some member talking in his sleep
about economy."

These anxious hours of the night have not been without their solaces, however. Desirous and impatient though we have been to see the sun, we have learned to appreciate the stars—those far off orbs that are suns for other, happier peoples. True it is that other folks' suns are only diamonds in the sky to us and do not ripen our tomatoes, but it is one of the comforting truths of science, proved by telescope and spectroscope and the laws of logic, that the principles of gravitation, and conservation of energy, and the rule of three, hold true all along the Milky Way as well as on Parliament Hill. And so, when our survey of the other worlds of the heavens informs us that reorganizations and reclassifications, the same as we desire in our solar system of the Civil Service, are taking place in the other constellations, such as the Railway Service, the Telegraph Service, or the Builders' Trade, we are strengthened in our faith that we are not outside

the scope of evolution, that for us too there will a sun arise with healing in his wings. All of which is very fine, Mr. Wegg, I hear you say, but of what use is it to know that potatoes are selling for sixty cents a bag on Jupiter, and the planetary peoples of the Dipper are enjoying a fifty per cent bonus, when all the time there is a steady increase of rents in this dependency of Sol, and no word yet of a readjustment of salaries? Ah, my friends, do not overlook the Universal. As a Secretary of State would say at a Civil Service banquet, there is great consolation in knowing that you are doing your work well and that, if you are patient and obedient and say "Yessur" when spoken to, you may come yourselves to be included within the operation of those great laws that control the universe at large. Thus it is, with the aid of the stars and a few kind words from a cabinet minister, that I have been able to rise superior to the disappointment incident upon a recent refusal of my grocer to grant me an extension of my thirty days' credit.

Yes, the Civil Service banquet was one of the solaces of this our night-time. We learned there that what we needed was not the daylight we had been praying for, but a certain chastened state of mind in which to endure the long watches of the night. Be good and you will be happy, happier indeed than if you get a bonus, and always remember that the happiness that comes from a contemplation of your virtues is not so expensive a commodity for the state to furnish as the satisfaction that follows upon an increase of salary. Coming home from the banquet I read with more insight to little Sally Wegg the credo that Stevenson wrote for her and other children,—

Every night my prayers I say,
And get my dinner every day;
And every day that I've been good
I get an orange after food.

The child that is not clean and neat,
With lots of toys and things to eat,
He is a naughty child, I'm sure—
Or else his dear papa is poor.

When Juliet assured Romeo that "it was the nightingale, and not the lark, that pierced the fearful hollow of his ear," she was allowing her desires to run away with her reason. Similarly we may be in error when we think we hear the lark's tuneful notes, and clap our hands because dawn is near, but there is one sign of daybreak that is very heartening—the Estimates have come down, and there we have a reclassification in miniature, a microcosmic earnest of the new heavens and the new earth that await us. It is as if the Morning Star, the herald of the Day, had come riding upon the mountain-tops, scattering silver upon a few favoured ones who knew of his approach and were up with hands outstretched to give him welcome.

There is an old story of the man who ordered a steak in a restaurant. He was hungry and wanted a real steak, not the triangular fragment of meat the waiter brought him. He gazed upon it, and then passed the plate back to the attendant, "Very

good sample," he remarked. "Bring me some of that." The Service as a whole looks upon the Civil Government Estimates in some such mood. The estimates offer fair samples of what we want—a hundred dollar increase here, a five hundred increase there, and a respectable microscopically recognizable increase of a thousand and each for some score of faithful servants. It is with some tremblings of hope that we beseech the waiter to go back to the kitchen and bring us each and all a square meal.

Some there are who will be scoffers and doubters ever. No morning star, no song of chancicleer will arouse them from their depths of scepticism to chant hymns of praise to the New Day. You may tell them that the dragon of Patronage will slink to his cave when the sun arises in the east, and they will deride you and tell you that the dragon has not yet lost his drag, that the cave, like the Kiel Canal, has two openings, and that you have no sooner blocked one egress than he issues forth from the other. We have eliminated all back-stairs influence, we tell the Thomases, but they point to the Estimates and ask us if we did not

overlook the fire-escapes. They give a sinister twist to all promises, assuring us, whose eyes are fixed on the Orient, that—

Not by eastern windows only.

When daylight comes, comes in the light;
In front the sun climbs slow, how slowly!
But westward, look the land is bright!

Quite true. While all the Civil Service reformers have been thronging the eastern turrets, the indirect rays of blessing have fallen on those in the rear. But this should give us reason for hope, not for despair. The sunflowers of the five thousand dollar class may catch the first gleams of the sun, while the dandelions of the lower divisions are withering on their stalks, but, if metaphors do not prove more deceitful than our hopes, the persistent diurnal spin of the old planet will bring us all in due time to share in the golden largess of the full day. Be patient, oh ye dandelions! and, oh ye daisies of the field, be of contented minds! He that gives scents to the flowers will not withhold the dollars, especially when there is so much dew on the grass—and the other items of the grocery bill.

CSFC

THE STRIKE AT THE BUREAU

On March 7, the pressmen and feeders of the Printing Bureau went on strike for an increase of salary. The mechanical staff of the Printing Bureau operate under an act which regulates the pay on the basis of the rates paid in Montreal and Toronto for similar work. The pressmen claim that they receive the minimum and not the average wage paid in those cities. They went on strike to obtain this average which is several dollars a week more than they are receiving. They returned to work on March 21 on account of the threat made by the Government that the Bureau would be closed and 1,000 poor people thrown out of work. The Government made the strikers one concession—that the \$2.00 a week bonus would be paid until May 31 instead of ceasing on March 31. The pressmen consider that they had a just cause and gave up the struggle on sentimental grounds—sympathy for their many poor comrades who would have been out of work if the Government carried out its threat.

In 1916, the Hon. Mr. Patenaude sent officials of the Bureau to Montreal and Toronto to compare the rates of pay in those cities and as a result a recommenda-

tion was made that an increase of \$2.00 a week should be paid to the Bureau employees. This was not done but \$1.00 a week only was added to the pay cheques. The men accepted their fate, but in October, 1917, the Hon. Mr. Meighen cancelled even this \$1.00 a week. Discontentment as a consequence made itself felt and after exhausting all other means the pressmen decided to walk out.

In addition to the fact that the pressmen are not receiving the average pay ruling in Montreal and Toronto the men of the Bureau have other grounds for complaints. Here is one instance. Two of their number were attacked by influenza in February, long before the strike, and returned to work several days after the strike. The Bureau paid the men for the time they were sick both before and after the strike, but deducted pay for the period of the strike although they were home in bed all the time. The bureaucratic logic of this action has not yet been revealed.

In the year 1918-19 the pressmen received a bonus of \$2.00 a week on account of the increased cost of living in addition to the weekly wage of \$24.00. Overtime, however, has been paid on the basis of \$24.00 only. The men are claiming

to be paid overtime at \$26.00 a week for the reason that in case of absence from work the \$2.00 bonus is deducted as well as the \$24.00 wage. At the time of writing the men are making representations in this regard and on account of the procrastination usually in evidence in such affairs they have refused to perform overtime until they receive a reply to the application.

If Democracy is to get a footing in the Canadian Civil Service, let the Federation request that the Government introduce Whitley Councils as the Home Government has done in its naval, military and civil services.

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PURGATIVE WATER

Is the Surest Cure for CONSTIPATION.

On Sale at all good Druggists

25 Cents per Bottle.

Newsy
Personal
Notes

What we
all are
doing

MAINLY ABOUT PEOPLE

A POPULAR APPOINTMENT

Unanimous approval greeted official announcement that Major E. D. Sutherland had been appointed Auditor General in succession to the late John Fraser, I.S.O.

Edward Davenport Sutherland, I.S.O., was born in 1853, and entered the Civil Service of Canada in 1871. He has won his way from the lowest grade upward, step by step, until he now receives the highest rank to which a civil servant may aspire—that of deputy minister. Hard work and efficient



MAJOR E. D. SUTHERLAND, I.S.O.,
Auditor General of Canada.

service has been his ladder. Since 1908 he has been Assistant Auditor General, and, during the war, has successfully carried out most difficult special work, both in Canada and in England. His present appointment is evidence of the Government's complete confidence in him, and the expressions of his subordinates and acquaintances in the Service are eloquent testimony to the high esteem in which he is held by his fellow-workers.

—CSFC—

PERSONAL

Captain John Dougan, C.A.M.C., a brother of Wm. Dougan, of the Bureau of Statistics, won the Military Cross for attending wounded under fire and was mentioned in Despatches for other gallant service during the campaign of 1918. He has returned to Canada.

Allan Chapman, brother of Miss F. Chapman, of the Bureau of Statistics, has returned with a Military Medal. He was with the 73rd Highlanders, was twice wounded and was also to be recommended for the D.C.M., but his officer was killed before the recommendation was prepared.

—CSFC—

A SCIENTIST GONE

Lawrence Morris Lambe, F.R.S.C., vertebrate palaeontologist of the Geological Survey, died on March 12, after a brief illness, at the age of fifty-six years.

Mr. Lambe was born in Montreal, graduated from the Royal Military College, and entered the Civil Service when twenty-two years of age. He was one of the enthusiasts to whom Canada owes the wonderful fossil collections for which the Victoria Memorial Museum provided the first adequate accommodation. He searched unweariedly and wrote numerous illuminating papers and reports on the work in the field and in the laboratory. His name looms large in the bibliography of the Survey and of The Royal Society.

Mr. Lambe's death at an age when it might be expected that he would give several more fruitful years to his life-work is deeply deplored in scientific circles everywhere as well as in that smaller circle which enjoyed his more intimate acquaintance.

He is survived by his widow—a daughter of the late Sir Collingwood Schreiber—a son and three daughters.

—CSFC—

LATE W. G. MILLIGAN

(Contributed.)

The death occurred in Toronto on March 6 of William G. Milligan, B.A., Assistant Post Office Inspector and Chief Assistant to the Chief Post Office Superintendent for the Western Division.

Deceased was born on April 1, 1863, and entered the Government Service on August 22, 1885. Prior to his being appointed to the above office Mr. Milligan held numerous important positions in connection with the Toronto Post Office.

Mr. Milligan's duties carried him to all parts of the Dominion and he was widely-known particularly throughout the Outside Service of the Post Office Department.

He was an honor graduate and gold

medalist of Toronto University and, had he lived, was this summer to have attended the re-union of the Class of '84.

He was deeply interested in all kinds of sport and was a keen angler, being a member of the Cross Lake Fishing Club since its formation, also of the Royal Canadian Bicycle Club.

Mr. Milligan's death is a distinct loss to the Postal Service as he was recognized as being one of the ablest post office men in Canada. He was a man of sterling character, much liked and very popular with all those with whom he was associated.

He is survived by his wife, four daughters and one son, Lieut. W. E. Milligan, of the Canadian Engineers, who only returned home from Overseas the day following his father's death.

—CSFC—

LATE J. S. MCKAY

(Received too late for last issue.)

The many friends of the late J. S. McKay, of the Department of Customs, regretted to learn of his death, at St. Luke's Hospital, on February 7. Mr. McKay had been ailing for a few days, and entered St. Luke's Hospital for treatment, but notwithstanding the best of medical aid and kind nursing, he passed away, a victim of pneumonia.

Mr. McKay was born near West River, Pictou County, N.S., in 1852, and was in business at Westville, N.S., for a number of years. Mr. McKay was of a retiring disposition, and was generally liked for his amiable qualities and unassuming manner. He joined the Customs in 1912, and was considered a competent and painstaking official, and is greatly missed by his confrères. The remains were accompanied to West River, N.S., by his fellow employee, Mr. C. C. MacNeill, where they were met by his brother Henry, and other friends. He is survived by four brothers and his mother, now 85 years of age. On Monday, February 10, he was laid to rest in Lime Rock cemetery, mourned by his many relatives and friends.

—CSFC—

OBITUARY

SHAW.—On March 9, Charles S. Shaw, brother of H. S. Shaw of the Post Office Department.

BUSSELL.—On March 9, Isabel Rainey, wife of John Bussell and mother of Miss

Lillian Bussell, of the Bureau of Statistics.

ROTHWELL.—On March 6, Lena Rothwell, sister of T. G. Rothwell, of the Department of the Interior.

MILLIGAN.—In Toronto, on March 6, William G. Milligan, assistant Post Office Inspector, aged fifty-five years.

HERRING.—On March 12, Samuel Herring, of the Geological Survey, aged 83 years.

TURNER.—On March 13, the wife of Richard Turner and mother of Miss May

Turner, of the Post Office Department.

HAYTER.—On March 17, Mary Hayter, sister of Frederick Hayter, of the Office of the Auditor General.

PAYETTE.—On March 17, Joseph Payette, of the Government Printing Bureau, aged forty-six years.

CARON.—In Quebec, on March 20, Adolph D. Caron, formerly assistant clerk of the Senate.

BERGIN.—On March 20, the wife of James Bergin, of the Department of the Interior, sister of Messrs. William and

Walter Kane, of the Printing Bureau, and Philip Kane, of the Department of the Interior.

DORMAN.—On March 21, John Dorman, father of Robert Dorman, of the Department of Railways and Canals.

CURRIER.—On March 27, James Everett Wilson Currier, for twenty-five years a member of the Civil Service of Canada, aged seventy years.

FRECHETTE.—On February 12, Raoul Frechette, of the Department of the Naval Service, aged thirty-nine years.

The
Collector of
Comments

Dominion Customs Association

The
Unofficial
Surveyor

The Convention

The convention of the D. C. A. which opened on the 12th March and finished on the 15th, is a thing of the past, but one outstanding feature in connection therewith, is the fact that the delegates placed themselves on record in the most emphatic manner, as being opposed to the return of the "patronage" evil, which seems to still have some adherents and champions in Parliament. To any, and all such, we say, "hands off the public service." Your mock heroes regarding the Civil Service Commission deceive no one, and the Outside Customs Service looks with hope and confidence to the classification which will be presented by the Commission to the Cabinet for ratification by Parliament. In this connection, it would be well for all units of the D. C. A. to back up the Commission in the great work they have in hand, by placing themselves on record as being utterly opposed to the return in the slightest degree of "patronage appointments and promotions in the Public Service of Canada."

Banquet to Delegates

A pleasant feature of the delegates' stay was the banquet tendered the visitors by the Ottawa Customs Association, at the Russell Hotel on Friday evening, 14th March. Mr. F. M. Journeaux, Collector of the Port, acted as chairman, and besides the delegates, Mr. R. R. Farrow, Assistant Commissioner of Customs, Mr. Frank Grierson, President of the Civil Service Federation, Mr. E. Lisle of the Civil Service Association, and Mr. Alex. Ross, Assistant Accountant of the Customs Depart-

ment, were present as guests of the local association. After the wants of the inner man had been attended to, the worthy chairman in a nicely worded speech, expressed his pleasure in welcoming the representative gathering of Customs Officers as guests of the "local" boys. Addresses were given by Messrs. R. R. Farrow, Frank Grierson, E. Lisle, A. J. Taylor, Past President of the D. C. A., R. Colvin, President-elect of the D. C. A., and last, but not least, Col. Knifton, Collector of Customs, Parry Sound. Altogether, the events of the evening will be remembered by all who had the pleasure of spending a social hour or two together.

Affiliation with Labour

This very vital question should be referred to the membership by way of a referendum, so that the new Executive may define in no uncertain manner what the future policy of the D. C. A. will be concerning this matter, as it is bound to come up again at the next convention for discussion and action. The speech by Mr. Tom Moore, reported in full in the minutes of the convention of the Civil Service Federation, should be read by all Customs officers.

The New Executive of the D.C.A.

Mr. R. Colvin, of Hamilton, the new President needs no introduction in Outside Customs circles. As one of the few survivors of the "old guard," he will bring with his incumbency of office, the ripe judgment and experience of his long service in guiding and shaping the policy which

will best serve the interests of the D. C. A., tending to a higher efficiency in the Customs service as a whole.

Mr. M. P. McGoldrick, Vice-President, exemplifies the truth and wisdom of the old saying that "speech is silvery, but silence is golden." However, let no one assume that "Mike" is an easy mark to dispose of in debate, for he has the faculty of getting the proper view point by the shortest possible route, and his advice and counsel will be invaluable in solving the problems confronting the D. C. A. in the coming year. Mr. T. H. Burns, the Secretary-Treasurer, has been so prominently in the front of the D. C. A. organization, that it seems superfluous to even mention his active part in anything connected with the D. C. A. "Tom" has made some mistakes, which is evidence in itself that "action" has been his watchword since he assumed the office he now holds, but let it be said right here, if the D. C. A. is a worth while organization to-day, with promise of extending and increasing its scope and activities, to no one man is it more indebted than to "Tom" Burns.

Convention Report

A printed report of the proceedings is being distributed to the affiliated Branches. The Convention decided that each Branch should pay for copies required, though a few are supplied to the secretaries gratuitously. The report is lengthy and voluminous, but will be of the greatest interest to the members as many of the matters discussed are of vital interest to each and every officer in the Service.

His
Majesty's
Mails

POSTAL JOURNAL

Postal
Clerks'
Forum

THE most successful convention in the history of the Postal Clerks of the Dominion of Canada came to a close on Saturday evening, the 15th instant, when the delegates attending this convention were the guests of the Montreal branch at a banquet held in the Queen's hotel. The spacious dining room was crowded to capacity and Ontario Postal Clerks were given an idea, for the first time, of the splendid spirit of hospitality that obtains amongst French-Canadians. Mr. E. Desjarlais, the popular president of the Montreal branch, presided as toastmaster. Among the invited guests present were: Postmaster Leonard, Assistant Postmaster Barcelo, the Post Office Superintendent, Mr. Chandler, representing the administrative staff of the City Post Office. The City was represented by acting Mayor Carmel in the absence of Mr. Méderic Martin, M.P., who was out of the City, and Mr. S. W. Jacobs, M.P., ex-Mayor of Montreal.

After the good things provided by the local clerks had been done justice to by those present the speakers of the evening were introduced by Mr. Desjarlais. Excellent after-dinner speeches were made by Messrs. A. E. Crate, Robert Bartlett, W. J. Gallagher, of Toronto; Doc Truaisch, of Belleville; Mr. Joseph Hebert and past Dominion President, A. Jacques, of Montreal; J. W. Green, Dominion Secretary and Dominion President elect, W. J. Cantwell, of Ottawa and N. J. Meagher, Vice President for Nova Scotia, Halifax.

The Convention opened in Montreal, at the Windsor Hotel, on Wednesday morning, the 12th, when addresses of welcome were delivered by Post Office Inspector Gaudette, Postmaster Leonard, Assistant Postmaster Barcelo and acting Mayor Carmel. After the preliminaries had been disposed of and the usual Committees appointed, the delegates got down to business and worked unceasingly until 6.30 on Saturday night. On Friday night the delegates were entertained at a theatre

party, given by the Montreal branch, which was a most enjoyable relaxation after the three days of strenuous business sessions. The election of officers, which took place on Saturday afternoon resulted as follows:

Dominion President: W. J. Cantwell, Ottawa.

Dominion Vice-President: T. R. Elsam, Toronto.

Dominion Secretary-Treasurer: J. W. Green, Winnipeg.

Vice-President for Ontario: R. Guy, Hamilton.

Vice-President for Quebec: Joseph Hebert, Montreal.

Vice-President for Nova Scotia: J. N. Meagher, Halifax.

Vice-President for New Brunswick: A. C. Toole, St. John, N.B.

Vice-President for Prince Edward Island: Thomas Burnett, Charlottetown.

The following were elected delegates to represent the Association at the Federation Convention at Ottawa on March 17th:

A. Jacques, Montreal.

J. W. Green, Winnipeg.

A. E. Crate, Toronto.

J. N. Meagher, Halifax.

N. deGuise Montreal.

T. DeLamadeleine, Montreal.

W. J. Cantwell, Ottawa.

Another important committee appointed was a committee to deal with the Civil Service Commission's report on Classification and salary schedule. This committee consists of the following members:

W. J. Cantwell, Ottawa.

A. Jacques, Montreal.

J. W. Green, Winnipeg.

E. M. Stewart, Toronto.

A. E. Crate, Toronto.

The officers' reports, which were dealt with shortly after the opening session, indicated that the association had made excellent progress during the past year, notwithstanding the secession from its ranks of all the branches west of the Great Lakes, following the Postal Strike which took place since the last Convention. Both the President and Vice-President referred to the strike in their reports and while expressing regret at the secession of such

a large number of members, showed very clearly that under the circumstances the Dominion Executive could not be expected to follow any other course than that laid down at the previous convention held in Toronto. The Vice-President's report referred to the strike in the following terms:

"The strike which took place in the West some months ago is, to say the least, deplorable. Not because it was a strike, but because it severed the links of a chain that had only recently been forged and which united Postal Clerks from one end of Canada to the other in an organization that would have succeeded in revolutionizing working conditions in a Service that was more or less efficient — by comparison with other public utilities — notwithstanding the baneful influence of patronage, which has been gnawing at its vitals since Confederation.

"It is not my intention to question the sincerity of that section of our membership west of the Great Lakes who seceded from our ranks, notwithstanding the fact that in doing so they repudiated an executive of their own selection. I believe that we should still extend to them the right hand of fellowship and give them the assurance that we will welcome the return of the missing links that are necessary to reunite the chain that was so rudely sundered in a moment of exasperation."

Reclassification

One of the principal subjects under discussion, in which all Civil Servants are vitally interested, was that of reclassification, which is now rapidly approaching completion. Mr. Fred Telford, of the Arthur Young Co., Chicago, was to have been the guest of the Convention, but unfortunately was suddenly called away, but sent a memorandum, explaining in detail the scheme of reclassification of the Service, particularly as it would apply to the Postal Service. The convention deeply appreciated the advance information furnished in the mem-

orandum, and many of the delegates present were quite enthusiastic over the new order of things which may be expected when the classification becomes effective. It was not deemed wise, however, to definitely go on record as approving of the reclassification of the Postal Service until the salary schedules were announced, and more detailed information was available. The matter was therefore referred to a committee which was given power to approve of the experts' recommendations, if they are found satisfactory upon closer analysis.

Affiliation with Labour

The question of affiliation with Labor, upon which a number of the branches had previously taken a referendum, resulted in a very spirited debate, which indicated very clearly a growing desire to co-operate with organized Labor in bringing about better working conditions. It was finally decided, however, that in view of the very apparent fact that the question had not received the careful consideration of some of the branches, which its importance merited, that the matter be again referred to the branches, with instructions to bring the question before each meeting held during the next three months, in order that every member might obtain the fullest possible information to enable him to decide intelligently whether or not it would be in the best interests of the employees of the Postal Service to cast in their lot with organized Labor.

—CSFC—

The convention endorsed the previous demand of payment in cash for all overtime worked, at the rate of time and a half, in place of the present arrangement of compensatory time off, but still adhered to the principle previously laid down, of one full day's rest in seven.

Saturday Half-Holiday

A resolution was also adopted, requesting the Government to close all Post Offices at noon on Saturday, until Monday morning. It should be explained in this connection that it is not proposed to interfere in any way with the handling of incoming mail or the transmission of outgoing mail. The opinion was very strongly expressed, however, that the general

public would not be submitted to any greater inconvenience by closing the offices on Saturday afternoon than that to which they are subjected on statutory holidays.

Reduction of Hours

It was also decided to request the Government to set the same number of hours for post office clerks as are contained in the new regulations of the Civil Service Commission, and which now apply to the inside Service. The Postal Clerks feel that unless they are given extra compensation, they should not be obliged by the Government to work an hour and a half longer than other Civil Servants, particularly when the hours are less congenial, and work on Sundays and statutory holidays is necessitated because of the nature of their duties.

Equalization of Remuneration

A strong resolution was also adopted, and the incoming executive instructed to take whatever steps are necessary to remove the differential of \$100 now existing between the East and the West. It was pointed out that the position of the Government was most illogical in not increasing the remuneration of Postal Clerks east of the Lakes by \$130 when they have already admitted that it costs as much to live in one section of the country as in the other. Strong indignation was expressed by a majority of the delegates in regard to this matter, some of them going so far as to state that the Government seemed, by its illogical attitude, to be courting a repetition in the East of the recent western disturbance, which demoralized the Service and destroyed the previous harmony that existed between the officials of the Service and its employees.

Another resolution which received the unanimous endorsement of the Convention called upon the Government to introduce a Superannuation measure at the present Session of

Parliament. The members of the Postal Service feel that no reorganization of the Service can be thoroughly effective without Superannuation, which provides machinery whereby the Government can rid the Service of the dead wood which has been encumbering it for some time, and which is killing the ambition of the younger men, who see no prospects ahead for advancement.

—CSFC—

UNREST IN THE POSTAL SERVICE

The extraordinary apathy of the Post Office officials in dealing with appeals for consideration made by postal employees has brought about a situation which is serious in every respect. Dr. Roche made an exhaustive report as the result of his investigation at Winnipeg, but the Service is unaware of the findings as copies of his report were not made available for the associations. The critical situation that has arisen may be learned from the following letter, a copy of which was mailed to every member of the Cabinet by the Toronto Postal Clerks' Association:—

Dear Sir,—

The Executive Committee of this Association desires to draw your most serious attention to the danger which threatens the Postal Service of Canada within the next few days unless the Government can be prevailed upon to take such action as may be calculated to remove the cause thereof.

We understand that the Postal Employees in the West have resolved to go out on strike on April 1st unless their requests are granted, and we also understand that word has been received by them that the Civil Service Commissioners do not see their way clear to accede to their requests. A strike is therefore more than probable.

We find that the Letter Carriers of Toronto are in sympathy with their colleagues in the West, and we believe that a strike once started will not only involve the Letter Carriers of Toronto, but the whole of Ontario and the East, and furthermore we fear that it may involve the Postal Clerks as well.

During the strike last summer this committee had difficulty in restraining the members of this Association from joining in that movement, and the dissatisfaction then existing has been so aggravated by the apparent indifference of the Government that this committee fears it will not be able to restrain the members from joining in any action which may be taken at the present time.



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Royal Naval College of Canada.



The Royal Naval College is established for the purpose of imparting a complete education in Naval Science.

Graduates are qualified to enter the Imperial or Canadian Services as midshipmen. A Naval career is not compulsory, however. For those who do not wish to enter the Navy the course provides a thorough grounding in Applied Science, and is accepted as qualifying for entry as second year students in Canadian Universities.

The scheme of education aims at developing discipline with ability to obey and take charge, a high sense of honour, both physical and mental, a good grounding in Science, Engineering, Mathematics, Navigation, History and Modern Languages, as a basis for general development or further specialization.

Particulars of entry may be obtained on application to the department of the Naval Service, Ottawa.

Pending erection of buildings to replace those destroyed at the time of the Halifax disaster the Royal Naval College is located at Esquimalt near Victoria, B.C.

G. J. DESBARATS, Deputy Minister of the Naval Service.

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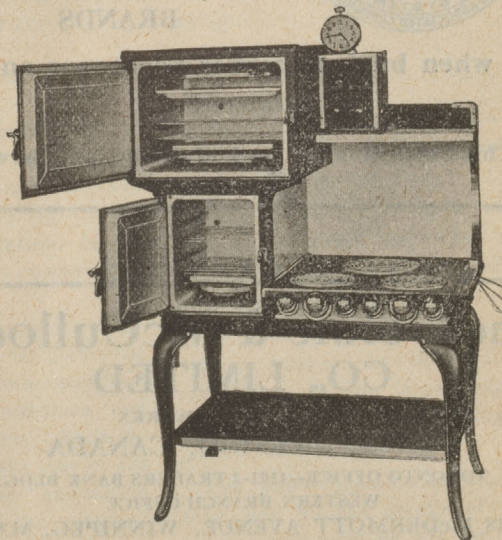
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Statistics show that influenza is much more deadly than war. In a few months it has taken more victims than fell in over four years of fighting.

That it has awakened the average citizen to a more lively sense of the constant risk of death which he faces, and the results which would ensue for his dependents, is shown by the enormous and growing demand for life assurance protection

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For Men—Marathon, Pedestrian.

For Boys—Buster Brown, Rock Rib, Hercules.

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Glove Comfort For Every Man



FOR MEN

WEAR A PAIR

Warm, comfortable Gloves are a necessity for both outdoor workers and office men, and the Ballantyne Glove (Scotch Knit) has style as well as warmth and comfort, which makes it acceptable to both.

The Scotch Knit process, developed in the Ballantyne Glove, produces perfect fitting Gloves that defy the wind and cold.

Soft, comfortable Gloves of exceptionally smart appearance. They cost less than leather gloves and give real service.

AT YOUR DEALERS

R. M. Ballantyne, Limited
STRATFORD, ONTARIO.

Whilst this committee has no authority to speak for the Postal Employees in the West or the Letter Carriers of Toronto there is one grievance affecting all Postal Employees in the East which can safely be referred to, that is the request for equalization of salaries between the East and the West. It is needless here to enter into particulars of this request because at a meeting which we had with a sub-committee of the Cabinet last August the justice of the claim was admitted, yet to this date no action has been taken to grant the request. The Postal Employees of the East feel very strongly that they should be granted the \$130 necessary to give them this equalization of salaries for the fiscal year closing this month.

Another question which concerns a large number of Postal Clerks throughout the Dominion, and particularly in Toronto, is that of the barrier of the qualifying examination against third class clerks who received their appointments on or after April 1st, 1912, whilst those who received their appointments prior to that date have been promoted to second class clerks and are to-day drawing \$200 more salary although performing exactly the same kind of work.

This committee has for years been trying to have this injustice removed and the Bill of May, 1918, Bill 53, contained a clause which removed the barrier, but another clause reimposed it pending the Report of the Civil Service Commission. This report it was understood would be ready on Jan. 15th, but it has not yet been presented and the consequent delay in this matter of the barrier against third class clerks has been most exasperating. We have recently been informed that under the proposed re-classification it will

disappear, but there is no apparent certainty that the re-classification will be adopted in the near future and even then will only date from April 1st next.

These two points constitute the main reasons for the great dissatisfaction which exists, the first applying as it does to all Postal Employees in the East and the second applying to all Postal Clerks of the third class in the Dominion who received their appointments on or after April 1st, 1912, and many of whom have been held up now for two years.

Other important questions are the general increase of salary schedules asked for, the extension of the bonuses to all employees, the adjustment of working hours and the need of a Saturday half-holiday.

The requests of the Postal Employees appear to be so reasonable that it is a matter of wonderment that the Government so far failed to take any action to give their employees such satisfaction that would bring about that spirit of contentment which is so essential in the best interests of the Service.

The committee's reason for writing you thus is an earnest desire to avoid if possible even at the eleventh hour, the trouble which threatens, for it is felt that if, through the inaction of the Government, this strike is permitted to start it may unfortunately lead to serious trouble in all branches of labour.

—CSFC—

NOTES FROM OLD KINGSTON

At this writing working conditions in the Kingston office are being investigated by Mr. Geo. Ross, Chief Superintendent. It is sincerely hoped that matters will be improved.

—CSFC—

OTTAWA HOUSING SCHEME

The Ottawa civil servants have been the first in their city to prepare to take advantage of the offer made by the Dominion and Provincial governments of money at 5 per cent to build houses. The Executive Committee of the Ottawa Association appointed a sub-committee on the subject, and that body has prepared the ground for a working organization. It was learned that the Dominion Government would probably not wish to follow the example of other large employers of labour and provide housing for its employees, and so it was decided to take advantage of the forthcoming law of the province of Ontario on the subject. That law has been outlined in the press, but at this writing

the details are under consideration in the Legislature. When the law is brought into force the municipalities, the province and the Dominion will be linked up in the financing of voluntary associations to engage in housebuilding on co-operative lines.

Under its energetic and capable chairman, Mr. G. N. Boivin, of the House of Commons Department, the sub-committee collected the necessary information and submitted it to the Executive. As a result, the Executive issued a circular in the name of the sub-committee explaining generally the advantages of the proposed plan and calling upon those interested to send in their names, with a view to forming, in due time, a Housing Association. The response has exceeded the greatest

There should be some responsible officer to whom postal clerks could instantly complain with regard to any injustice in regard to their local working conditions, and an investigation and necessary relief should thereupon promptly follow.

We are getting a little impatient awaiting the new regulations for the outside Service. For one thing we hope the suggestion for weekly half holiday will not fall through. Another is, that no clerk should be compelled to work more than 8 hours out of a consecutive ten. Greater than this is contrary to United States Postal laws. It will be noted that English Postal employees are asking for a 44 hour week.

War conditions although making increased work in all departments fell with special and extraordinary severity upon the registration branch. The military authorities register almost everything that can be mailed and any office that is the centre of a military district has had its work cut out for it. It is felt that when reorganization takes place registration clerks, M. O. clerks and others responsible for the handling of money, should be placed on a little better basis than the rest of the staff. The incongruity in the regulations which states that the Department shall not be liable to the public in connection with a lost registered article for a greater sum than \$25.00 and yet holds the clerk who loses an article responsible for the full value, should he be *expunged*.

hopes of the leaders in this movement, something like fourteen hundred names having been sent in.

As soon as the Ontario law is passed and it is known just what course must be followed, the form of organization will be decided upon. The sub-committee, under powers given it by the Executive, will be enlarged by the addition of representatives of the large branches of the Service and of specialists, such as engineers and architects.

The whole question of site, town-planning, and all the details of the work of construction must be left for consideration until the province of Ontario housing scheme has been given the form and sanction of law.

*Equal Pay
for Equal
Work*

What Our Women Are Doing

*In Honour
Preferring
One another*

April 15th.

THE next meeting of the Women's Branch will be on April 15th at eight o'clock in the Halcyon Club.

The Federation Delegates Entertained

It was with a feeling of pride that the Women's Branch opened the doors of its Halcyon Club to welcome the delegates to the convention on Wednesday evening, March 19. The banquet given by the Civil Service Association at Ottawa, on the previous evening had proved a complete success and the reception provided by the Women's Branch was a pleasant relaxation from the steady grind of committee work in connection with Civil Service questions.

The guests were received by Mrs. Frank Grierson, Miss M. Tremblay and Miss Edna Inglis. A musical program of artistic merit was rendered, the artists being Miss Georgie Ferguson, Miss Katie Baldwin, Miss Grace Hiney, Mrs. Aselstye, Mr. Paul Ouimet and Mr. C. A. McAdam. A buffet supper was served in the Red Cross Room which was effectively decorated for the occasion and during supper and afterwards dancing was enjoyed in the lounge.

The convener of the program committee, Miss Salt and her assistants, Miss Turnbull, Miss Mary Darcy, Miss Helmer, Miss Jessie Ross, Miss Fidelia Duhamel, and Miss Grace Reynolds were congratulated deservedly on their successful entertainment.

Membership

In preparation for the Spring Drive for members for the second year of the Halcyon Club the president asked some of the members to write up a bulletin of information to prospective members. The following story was quite the best:—

Why All The First Members Should Stay In

When the club project was launched many women in the Service joined because they thought it a good thing and worth helping along to the extent of five dollars. These are the women who have been so taken up with other interests in their homes and elsewhere that they haven't used the club at all. Now because the members have accomplished in one year what they had hoped to do in three there is danger that these good supporters may drop out.

The membership committee put forth the plea that they are needed still and the hope is maintained that all of the original four hundred will join again, as well as the many newly interested who are waiting to come in the first of May.

With a membership fee as low as \$5 (10 cents a week) it takes 300 members to carry the current expenses of the Club. Thus unless the number is greatly in excess of 300 no fund for depreciation can be saved. This would be bad business and simply means that until such a condition would be remedied the first members of the club would not have achieved what they had started out to do.

During the past year by means of a bazaar and four "bridges" the furniture has been paid for and with this remarkable feat accomplished the committee feel that a sincere effort should be made to make the club fee cover all expenses. It is against the principles of the committee to have to give entertainments and bazaars to raise money. The money needed should come in the fees. Now it is proposed to keep the fee at \$5 so the membership must be increased.

The original members deserve all the credit for launching such a big project for when they paid their fee first of May last they were, more or less, buying a pig in a poke. Not so with the people who come in this

time. The club is an accomplished fact. They can go and see it; see the rules; learn of what privileges and find out what it has meant to others.

The faith of the originators was justified and theirs will be too.

During the year the membership was broadened to include the wives of civil servants and it need hardly be pointed out that the Women's Branch are anxious for their co-operation in this respect. At the same time they feel that they will be giving just as much as they will receive and the whole service cannot fail to be benefited by such a spirit of co-operation.

The greatest service the original members can do the club is to join again and to bring in at least one new member.

The campaign for members will start April 15. While the club year actually begins May 1st. The new entrants will have the use of the rooms at once by joining April 15. Old members are urged to renew their fees then as it will simplify financial matters for the officers and Advisory Council.

If no one should call on you for renewal bring your fee to the Superintendent at the Club or to Miss May C. Lyon, the Secretary, in the Naval Department.

—CSFC—

If Democracy is to get a footing in the Canadian Civil Service, let the Federation request that the Government introduce Whitley Councils as the Home Government has done in its naval, military and civil services.

CORRESPONDENCE

A CITIZEN ON THE PRINTING BUREAU

Editors, *The Civilian*:

Politicians and others are now endeavouring to unload the proclaimed evils of the Printing Bureau upon the working craft. This is scarcely fair and it appears so to those who are well posted on this institution. One of the first errors which is at the bottom of much of the mischief mentioned is the unquestioned fact that more authority was not vested in one of the managing heads. The added fact also that the various Secretaries of State have had much to do with the immediate administration of the Printing Bureau has led to a great deal of waste, confusion and mis-management. It seems inexplicable that every Government has more or less been willing to spend a great deal of money and time in useless enquiries and are still found unable to realize the urgency of inaugurating a plain rule standard of business to govern the Printing Bureau. To practical men the weakness of the management is quite apparent when any one pauses to consider the Bureau question. The innumerable defects noted in the commissioners' report cannot be denied. Experienced men know that the institution has never been looked upon as a place conducted along sane lines and enlightened practical methods. It is well known there has been no incentive for the worth-while mechanic to shove ahead on his merits. Favoritism has been the rule. The incompetent had as much show as the competent. Political interference has been the ruling power. The Secretary of State could have helped much in the appointment of technically competent superior officers and conformed to the law in this respect. But each in turn disregarded the interests of the Printing Bureau in their selections.

Not many months since a committee chosen for the apparent purpose of doing nothing except, maybe, to make capital for some one, recommended that the entire business of publishing reports be severely pruned. This was not a new move. It was following in the footsteps of Washington. The only difference was, however, that the Yankees displayed wisdom, whereas the Canadian would-be experts helped the Printing Bureau deeper into the hole. The committee cut off figure tables at random that were prepared by highly paid experts for comparison purposes, curtailed others, and advertised a great saving. Common-

sense would say that it would take less men to do less work, but there was no move made to follow up this so-called reform, and the condition resulting was that the smaller amount of work called for the same sized staff with the same overhead charges. It was just the same as curtailing output without corresponding decrease in the operating costs. One of the King's Printers was on the editorial board and did not make a move in the direction of reducing either staff or number of machines. A practical and experienced man might have done so.

It is almost as old as Franklin that printers often make the error of investing in too much machinery. That seems to be a weak point in the Government printing house. A glance at the enquiry report of 1910 is luminous upon this feature: The monotype and linotype machines at present in the Bureau are found in two different rooms and under different heads. This is hardly a wise plan. There are some 32 linotypes and at least 25 monotype key-boards, besides casters. Many of these key-boards are frequently idle. The rivalry caused in these two departments is a detriment. There are also far too many high officials. This results in endless red tape and conflict. Why two King's Printers, and five or six superintendents, and a small army of foremen and sub-foremen? Economy, sharp business methods, and the adoption of regular business safeguards would have indicated a different course. Dr. Dawson, former King's Printer, frequently alluded to divided authority in the Printing Bureau and the resultant weakness of the management which militated against effective results.

One of the shortcomings referred to in the report of 1910, on page 34, is the Voters' List section. The report says: In a handsomely equipped office on the first floor or office flat of the Bureau is found an official who is in charge of the voters' lists and ballots. Just why it should require a man constantly employed solely to watch these lists is hard to realize. It should have been a wise business proposition to find something to do for this employee. A complete re-arrangement seems to be the logical thing to do. Departments should be merged and every employee made to realize a certain amount of labour is required from each. Uniformity should be initiated and press-room corrections abolished.

The present King's Printer, in his annual report of 1914, page 11, says: The output

of the Printing Bureau per head of its force will favourably compare with the output of a large number of outside printing establishments, and this showing would be still more conclusive if the Government Bureau were allowed to charge Parliament and the departments for their publications according to the rates allowed to outside printing establishments on work executed for the Government.

The reports of Mr. Taché are brimful of practical conclusions and suggestions, and one finds it strange that he does not enjoy the scope and a free hand in the direction of that important printing house as is invariably obtained in business concerns.

The Printing Bureau, no doubt, can be administered with success and advantage to Government and country. It is hoped we have heard the last of the enquiries without results, and that the Government will see that unity and co-operation is installed at once in that institution, a business standard of overseeing is secured, the fossils removed. If this be done there is no room for doubt the country's investment will be satisfactory to all concerned.

A CITIZEN.

Ottawa, March 21st.

—CSFC—

BEING CONSISTENT

Editors, *The Civilian*.

Some time ago Sir Thos. White stated that the revenue derived from the Income Tax was swallowed up by the war bonus granted to civil servants, which is a terrible state of affairs.

In the first place the original bonus of \$100 took several years to get. Later Parliament voted a certain sum in addition, to increase the bonus.

After waiting three months for this to be paid, and unable to get any satisfactory answer to repeated enquiries as to when it would be paid, the Western Postal Employees walked out, and were fired instantaneously, which bothered them not at all.

A few weeks ago a few lines in a local paper stated that the Members of Parliament were about to ask for an increase of \$1,000, making their salary (excuse me 'indemnity') \$3,500 per what?

Rents and the cost of living in Ottawa were such, they said, that it was impossible to make ends meet.

Too bad.

Of course, Ottawa is the only place in the country where prices are high.

For the rest, if we are hungry we just turn ourselves out to grass and should rents be prohibitive, beg, borrow or steal

a tent. Though that is really immaterial so long as we don't let a little thing like living interfere with the country's work, or disturb the serenity of great men.

On March 18, I noticed from a short "para." in the same local paper, that the Government is falling over itself in its hurry to vote itself an extra \$1,500 which increase is more than a third class clerk receives at his maximum, western allowance and war bonus included. For which he must work 365 days less three

weeks annual leave. Sweet isn't it? It is understood that a man gets what he earns. Perhaps because Ottawa is such a long way off, is the reason why we don't understand how the Hon. Gentlemen DO earn that extra \$1,500 on such short notice.

By the way, how many days in the year is an M. P. supposed to be on duty?

Wonder what Sir Thomas thinks about it.

To be consistent is a splendid thing.

Since writing the above, *The Civilian* for March is to hand, in the correspondence columns of which is a letter from "900," Ottawa, who like several thousand others is this moment asking who, why, what?

However reclassification is coming and we may yet be able to buy sufficient bacon at one time to provide breakfast.

Yours, etc.,

INCORRIGIBLE.

Saskatoon, Sask., March 20, 1919.

CSFC

PASS THE BUCK

The following topical and typical song was sung at the banquet given by the Civil Service Association of Ottawa in honour of the visiting delegates attending the Federation Convention. The words were composed by *The Civilian's* own versatile Silas Wegg.

Pass the Buck--a Song for Children

(By SILAS WEGG)

(Tune: "Jingle Bells")

There is a game we play
Whenever down in luck.
We're at it night and day
And call it Pass-the-buck.

We have some work to do
That does not please the eye;
We shake our heads, and say "Napoo,"
Then stick some other guy.

Why, even Governments
Have patronized this sport;
It saves them much expense
As we can all report.
A bill can be delayed
From weary moon to moon;
A bonus never need be paid
While they can sing this tune:

(Chorus)

CHORUS

Pass the buck! Pass the buck!
Keep the thing afloat!
Oh! what fun it is to make
Your fellow-man the goat!

(Repeat)

You have a pension scheme
With faultless logic backed;
You cannot think or dream
How it can be side-tracked.
But Cabinets are wise;
They sing our little song;
A sub-committee doth arise
To pass the buck along.

(Chorus)

GOVERNMENT INSURANCE

*Furnished by the Department
of Insurance*

The experience of life insurance companies in Canada throughout the four and a half years of war and the influenza epidemic of the latter part of the year 1918, has its lesson for those who are inclined to think that the risk of death in times of peace may be disregarded when compared with hazards of war.

The figures given below show that the Canadian war claims paid by life insurance companies up to December 31, 1918, amounted to \$19,253,710.

For Canadian claims occurring during the three months, October, November and December, from influenza, pneumonia or grippe, the companies paid \$8,861,954.

In other words, the claims incurred in Canada in three months of influenza amounted to forty-six per cent of the total Canadian war claims incurred during the four and a half years of war.

The danger of a repetition of the enormous war mortality is happily a remote one. There are many, however, who predict a recrudescence of the influenza epidemic. This has

actually occurred already in other countries.

War and Influenza Mortality in Canada

CLAIMS INCURRED BY LIFE INSURANCE
COMPANIES IN CANADA

Year.	War	Influenza
1914....	19,415
1915....	2,080,566
1916....	5,039,560
1917....	6,420,949
1918....	5,693,220	8,861,954
	\$19,253,710	\$8,861,954

The Civil Service Insurance Fund has incurred war claims amounting to \$137,000, and influenza claims of \$28,000.

For the average man, life insurance provides the only means of creating a substantial estate realizable with certainty in the event of death. This is more clearly realized now than ever before, and life insurance is being written in larger volume than would a few years ago have been believed possible.

Civil Servants have their own insurance scheme which provides protection up to \$5,000, but the great majority have not yet availed themselves of it.

The attached coupon, if used, will bring full information.

Application Form

To the Superintendent of Insurance,

Insurance Department, Ottawa.

Date.....

Dear Sir:

Please send to my address, as below, an application form for insurance under the Civil Service Insurance Act, and all necessary information relating thereto.

I contribute to Superannuation Fund No. 1.

I contribute to Superannuation Fund No. 2.

I contribute to Retirement Fund.

Name.....

House Address.....

Departmental Address.....

Note—Draw a line through the funds to which you are not a contributor. If you do not contribute to any of the above funds, but are nevertheless employed permanently, you will state so.

PUBLIC WORKS MEN HOLD FIRST CONVENTION

The first annual convention of the Dominion Public Works Federation was held in Ottawa during the convention of the Civil Service Federation of Canada. Delegates representing associations in Toronto, Montreal, Winnipeg, Hamilton, Victoria, Edmonton, Levis and Ottawa, were present. The chair was taken by the president, T. G. Mathison, of Toronto. Reports were read from the various associations and splendid progress reported.

The following officers were elected for the coming year: President, T. G. Mathison, of Toronto; vice-president, D. A. Hickman, Ottawa; secretary-treasurer, S. McGarry, Montreal; assistant secretary, J. H. Rogers, Toronto; executive committee, Messrs. P. C. Dewey, Winnipeg; P. Cunningham, Edmonton; J. Everall, Victoria; Thos. Nicholson, Hamilton; A. Charlton, Toronto; W. A. Harper, Montreal, and J. E. A. Samson, Levis.

—CSFC—

MILITIA & DEFENCE CIVILIAN EMPLOYEES' ASSOCIATION, HALIFAX, N. S.

Mr. H. E. R. Barnes our representative at the last convention of the Civil Service Federation at Ottawa, has again been appointed to represent this Association during the present meeting.

This association was the promoter of a meeting of the executives of all Civil Service Associations at Halifax. The Postal, Customs, Marine and Fishery, Naval Service and Militia and Defence were all well represented. A president and secretary were elected and it was decided to hold regular quarterly meetings.

Two meetings have been held, both being well attended, members other than the executive being invited. It is hoped that this will prove to be the starting point of bringing together of civil servants of this district.

We trust that we are not too optimistic in hoping that in the near future a Nova Scotia Association will arise representing all services, when among other subjects a meeting of this character is contemplated as soon after the Convention as possible when all local delegates will read their respective reports before a massed gathering of civil servants.

—CSFC—

If Democracy is to get a footing in the Canadian Civil Service, let the Federation request that the Government introduce Whitley Councils as the Home Government has done in its naval, military and civil services.

COMFORT AND SERVICE

PERFECTION OIL HEATERS

quickly take the chill off any room. Between seasons they save coal and worry. They add to the cosiness of den and comfort of office. Safe and convenient, Perfection Oil Heaters can be carried from room to room without the slightest danger.

NEW PERFECTION OIL COOKSTOVES

are real treasurers in the kitchen. They eliminate much of the drudgery of cooking. They are clean, quick, economical and efficient. Made in four sizes.

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High Grade Ladies' and Children's **Fine Underwear**

Also Patent New Mode Style Combinations

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Harvey Knitting Co.

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ONTARIO.

Popular Everywhere

**St. George Brand Evaporated
and Banner Condensed Milks**

Because of their excellent flavor and good quality

Malcolm Milk Products are popular everywhere.

They are rapidly becoming a staple
household article.

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JAMES PLAYFAIR,
President and Gen. Mgr.,
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KINGSTON

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BETWEEN
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PORT ARTHUR, FORT WILLIAM AND WESTFORT

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on Michigan Central, Wabash and Pere Marquette Railways

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AND BOILERMAKERS

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Barges of all sizes and descriptions.
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Heine Safety Water Tube Boilers.

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WESTERN BRANCHES:—WINNIPEG, CALGARY, FORT WILLIAM, SASKATOON

EASTERN BRANCHES:— MONTREAL, QUEBEC, TORONTO.

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Trains. Automatic Electric Block Signals.

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In addition to good service via Niagara Frontier, we have
Car Ferry Route across Lake Erie, between Port Mait-
land, Ont., and Ashtabula, Ohio, making quick service to
and from Pittsburgh, Youngstown and Cleveland Districts.

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G. C. MARTIN,
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HAMILTON, ONT.

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Ingots—Two sizes, 25 lb., 50 lb.

ELECTROLYTIC NICKEL — 99.80%

Prime Metals for the Manufacture of Nickel Steel,
German Silver, Anodes and all remelting purposes.
Our Nickel is produced as Rods, Sheets, Strip
Stock, Wire and Tubes.

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stronger-than-steel, non-corrodible alloy.

Manufactured forms are Rods, Flats, Castings,
Tubes, Sheets, Strip Stock and Wire.

Send inquiries direct to

The International Nickel Co.
of Canada, Limited.

Harbor Commission Bldg.

Toronto, Ont.

8th Convention

(Continued from page 169)

serious economic conditions among civil servants and at the same time to remove some of the many anomalies which had arisen. On December 10, the Government issued an order-in-council dealing with some features in connection with the distribution of the bonus. This order-in-council authorized the appointment of a minister to have charge of matters affecting the entire Service or important classes thereof and to whom civil servants can have access. A letter from the President of the Privy Council informed the Federation that the Honourable A. K. Maclean had been named as the minister to act in this capacity.

The dissatisfaction felt throughout the Service on account of the amount of the bonus granted, the fixing of a limitation at \$1,800 and the many and various discriminatory irritations over petty questions of dependents, etc., have been fully aired in *The Civilian* and the public press and need not be here reviewed.

We recommend that the convention forward to the Government a warm expression of its appreciation that the Civil Service Act of 1918 was placed upon a statute book and that thus patronage was abolished from our Service forever. The report of the Commission on classification is being awaited with the greatest interest.

Progress in Civil Service reforms are proverbially slow. There are several objectives still to be achieved in order that we may attain a model Civil Service in Canada. A superannuation measure is of the first importance. It has long been felt that some systems of appeal for civil servants against grievances should be established, as at present our class is the only one that is deprived of that great civil right. The convention should consider the application of the Whitley Council scheme to the Canadian Civil Service; it having already been applied by the Imperial Government to its service in the British Isles. If the Whitley scheme is not adopted the workers should have some representation on the Civil Service Commission. Another great advantage would result from the formation of a Civil Service Reform League, which has performed such prodigies in directing public opinion in wholesome channels on the subject of public employment.

Respectfully submitted,

F. GRIERSON, President.

L. D. BURLING, Secretary.

As originally drafted and read to the convention by the President, the report of the officers called attention to the advan-

tage that would accrue to the Civil Service from the presence on the floor of the House of Commons of a member elected from among themselves and alive to the interests of the Service in the following sentence: "We feel that direct representation in the House of Commons would be of great advantage to the Civil Service."

It was moved by Mr. J. C. O'Connor, and seconded by Mr. Ryan, that this sentence be deleted from the report. The motion carried, on division, by a vote of 147 to 134, as follows:

For deleting: Attwood, Robert Barnes, W. R. Beirnes, Dessaint, Dan. Elliott, Fitzpatrick, Lindsay, Lisle, Major MacInnes, T. R. L. MacInnes, McKeand, O'Brien, J. C. O'Connor, Plant, Miss Reynolds, Ryan, Smith, and Miss Tremblay. Total 147.

Against deleting: H. E. R. Barnes, Beard, Burling, Burns, Cantwell, Deguise, D. H. Elliott, Fraser, Green, Grierson, Harper, Jacques, Jessop, Johnson, Keane, Kehoe, Knowles, Lovett, J. S. MacDonald, W. A. MacDonald, Miss MacFarlane, MacPherson, Mathison, McGarry, McIlveen, McLeod, McMahon, Prince, Rous, McCartney, St. Laurent, Samson, Seguin, Shaw, Sheppard, Stringer, Sutherland, Taylor, Veitch, Watt, and Willox. Total declared as 134, but Messrs. Lovett and Jessop were only credited with one vote apiece, the additional four given by the convention when they raised the voting power of the members of the Executive from 1 to the average, or 5, not having been added to their total. The addition of these 8 votes makes the total against eliminating the reference to direct representation, 142.

Note.—A survey of the voting power of the delegates reveals the fact that two members of the Executive, seated as the delegates from affiliated associations, were credited only with the votes due by reason of that representation and received no votes by reason of their membership on the Executive. These are Messrs. Mathison and Willox.

REPORT OF TREASURER

The Treasurer presented the following summary statement of receipts and expenditures for the period of Nov. 27th, 1917, to March 18th, 1919:

Receipts

Balance from previous year	\$ 311.06
Loan	900.00
Interest	4.64
Refunds	1.25
Dues from Associations:	
1914	.90
1915	1.50

1916	4.95
1917	51.10
1918	692.82
1919	45.15

Dues from individuals (members of the Unaffiliated Federal Employees Association) 141 at .25	35.20
	<hr/> \$2,048.57

Disbursements

Telegrams	\$ 500.00
Messenger service	6.00
Stamps	65.00
Stationery	47.00
Clerical assistance	140.00
Printing	630.00
Engraving	16.00
Press clipping service	46.50
Express	11.00
Travelling expenses	114.60
Miscellaneous	113.71
Balance	358.76
	<hr/> \$2,048.57

Your committee on audit beg to report that we have examined the books and vouchers of the Federation for this year, and find that the statement as furnished by the Treasurer is correct and that the balance in the bank is sufficient. We find that the bank account is confused by the custom of representatives in the various branches combining their remittances to *The Civilian* and to the Federation in the one payment, and would strongly recommend that these officers be instructed to remit separately to *The Civilian* and the Federation.

G. A. LINDSAY.

M. F. KEHOE.

GRACE B. REYNOLDS.

CIVIL SERVICE INSURANCE

During the year 1913-14 the Civil Service Association, in conjunction with the Federation, undertook a publicity campaign in regard to Civil Service insurance, the idea being to deliver directly to all civil servants permanently appointed subsequent to 1910 a folder, setting out concisely the advantages of Civil Service insurance.

In the report of the Civil Service Federation of Canada of that year it was predicted that if the campaign was continued in subsequent years by sending to new appointees a similar folder, good results would undoubtedly follow.

The following statement of policies issued up to April 1 of the years indicated below show that the predictions above referred to have in a large measure been realized.

Year.	Number.	Amount.
1911	531	\$ 970,561.60
1912	637	1,078,561.60
1913	747	1,361,561.60
1914	918	1,660,039.40
1915	1,455	3,147,039.49
1916	2,026	4,798,039.49
1917	2,489	6,144,039.49
1918	2,840	7,365,039.49

The folders were not sent out during the year 1917 to those appointed during 1916; but were sent out during the latter part of 1918 to those appointed in 1916 and 1917. As a result a large number of requests for application forms and full information has been received and are still being received. It is quite certain a considerable number of applications have been induced indirectly through the medium of the folders. It would be difficult to assume a duty in respect of which the resultant good could be more satisfactory when measured against the necessary effort; and if possible this work should be systematically continued from year to year as a part of the routine activities of the association and the Federation.

(Sgd.) A. D. WATSON,
Chairman.

SPECIAL LEAVE FOR DELEGATES

The Secretary read the following letter:
Privy Council, Canada,
Ottawa, Feb. 20, 1919.

Dear Mr. Grierson,—

Referring to your letter of the 18th inst., I beg to say that I took the matter up with the Government and it was agreed that no deduction should be made in the pay of civil servants attending the convention on March 17 next.

(Sgd.) A. K. MACLEAN.

On the motion of Mr. Rous, it was decided that a representative body of this convention be instructed to interview Mr. Maclean with regard to settling the question of leave for the delegates attending the convention. A committee composed of Messrs. Cantwell and Kehoe was appointed for this duty.

The committee appointed to interview Mr. Maclean reported as follows:

Mr. Maclean stated that instructions would be immediately issued to deputy ministers to the effect that delegates attending the Civil Service Federation convention be granted leave with pay.

In regard to leave with pay for the delegates who attended the convention of the Dominion Postal Clerks Association, Mr. Maclean promised he would take the matter up with the Postmaster General.

EMPLOYERS' LIABILITY

Moved by Mr. Burns, seconded by Mr. Watt, that the convention approve thoroughly of the idea of an Employers' Liability Act, making uniform the liability incurred by Government through disabilities suffered by employees of the Government working in the different provinces, and approving of the Act as presented by the Committee on Employers' Liability. Carried.

Moved by Mr. Rous, seconded by Mr. Seguin, that the Executive of the Civil Service Federation, in dealing with the report of the Committee on Employers' Liability, give their first and most mature consideration to conditions relating to industrial injuries and occupational diseases, in so far as the artisan and labouring classes of the Civil Service are concerned. Carried.

"CIVILIAN"

The Committee on *The Civilian*, having heard the statement of Mr. Grierson, the President, on the matter, beg to report:

1. That the paper continue to be the official organ of the Federation.
2. That the paper carry on as formerly.
3. That the Executive Board appointed by this convention to ascertain what can be done in the matter of securing control of the paper, editorially, financially, and otherwise, and to carry out this programme if such be deemed advisable.

On the motion of Mr. Lindsay, seconded by Mr. Kehoe, the convention decided that the foregoing plan should be adopted.

Moved by Mr. Lovett, seconded by Mr. O'Connor, that the request of the President asking for another year in which to straighten out the finances of *The Civilian* be complied with by the convention, and that this be done without prejudicing any arrangements which might be made between Mr. Grierson and the Federation when the matter of transfer comes up at the next convention. Carried.

CLASSIFICATION

No recommendation on the subject of legislation, wages, and conditions of employment is made, as the committee is of the opinion that these matters must of necessity be incorporated in the general scheme of classification. It is, therefore, deemed unwise to move any suggestions until such time as more definite knowledge regarding classification is in our possession. On motion of Mr. Colvin, seconded by Mr. Lisle, the report was adopted.

On motion of Mr. Lisle, seconded by Mr. Colvin, it was resolved that the Civil Service Federation of Canada in convention assem-

bled is strongly of the opinion that the classification of the Civil Service, as now being prepared by the Civil Service Commission, is apparently based upon those sound and fundamental principles which the Federation has advocated since its inception; resolved, further, that the Executive of the Federation be authorized to cordially endorse the classification after it is presented if in the opinion of the Executive it is found to be of advantage to the Service as a whole.

Resolved, further, that the necessary powers be vested in the Civil Service Commission under an amendment to the Civil Service Act, 1918, to provide for the correction of any anomalies and injustices that may be created by the said classification, and for the regulation thereof to meet future changing conditions.

ORGANIZATION AND SCOPE OF THE FEDERATION

Your committee desires to go on record as favouring the thorough organization of the employees of the Government of Canada in complete accordance with the plan set forth in section four, subsections (a), (b), (c) and (d) of the Constitution as adopted by the convention in session on the 19th instant, such organization to be commenced as soon after the close of the present convention as possible, and with a view always toward securing the support and co-operation of every individual employee of the Canadian Federal Government.

And, further, that every encouragement be given to the officials of the Federation to the organization of provincial and municipal employees.

SUPERANNUATION

The Committee on Superannuation beg to present their first report as follows:

1. We recommend that the immediate and pressing need for an adequate measure of superannuation be brought again to the attention of the Government and that an effort be made to have such measure brought down and passed at the present session of Parliament.

2. We recommend that the following principles should be embodied in an adequate measure of superannuation:

- (a) The system should include contributions on the part of employees.
- (b) Provision should be made for the return of contributions.
- (c) Widows' and orphans' pensions should be included.
- (d) There should be an age for compulsory retirement, at 65 years of age, or in some cases at a lower age.

- (e) Provision should be made for an actuarial valuation at stated intervals.
- (f) The Service should be allowed to appoint or elect a representative in order that they may have a part in the management of the fund.

3. (a) In the event that a complete superannuation bill is not brought down this session, it is recommended that an effort be made to have some provision made for retiring such members of the Service as should be retired immediately in the interests of efficiency and economy.

(b) That the bill received from the Manitoba Customs Association, through the Dominion Customs Association, has received consideration, and the committee believes that it should be passed on to the standing committee on superannuation for their information and study.

(c) In the event that other suggestions are not acted upon by the Government, the committee urges that all possible pressure be brought to bear upon the Government to have a commission appointed to study the question of superannuation, as it affects the Civil Service of Canada, in order that a bill may be prepared, introduced and passed at the next session of Parliament, and that such commission should certainly include a representative of the employees.

CONSTITUTION

The Committee on Constitution presented a draft of a proposed constitution prepared in advance by a joint sub-committee of the executives of the Civil Service Federation of Canada and the Civil Service Association of Ottawa.

Three sections of the constitution became the subject of considerable discussion and were adopted on division as follows:

Section 8d: The method of voting shall be the single transferable vote. Adopted after division by the following vote:

For: H. E. R. Barnes, Robt. Barnes, Beard, Beirnes, Burling, Burns, Colvin, Creighton, Dan. Elliott, D. H. Elliott, Fraser, Grierson, Harper, Johnson, Keane, Kehoe, Knowles, Lindsay, Lisle, Lovett, J. S. MacDonald, W. A. MacDonald, M. A. MacInnes, MacPherson, McCartney, McGarry, McIlveen, McKeand, McLaughlin, Mathison, O'Brien, Plant, Prince, Miss Reynolds, Rous, Ryan, St. Laurent, Samson, Séguin, Shaw, Sheppard, Stringer, Taylor, Miss Tremblay, Tulley, Turner, Vietch, Watt. Total 230.

Against: Attwood, Deguise, Dessaint, Jacques (proxy), MacFarlane, T. R. L. MacInnes, McMahon, Meagher (proxy), J. C. O'Connor, Sandiland, Smith, Sutherland. Total 77.

Section 11: Initiative, referendum, and recall (applied to policies as well as officers). Adopted after division by the following vote:

For: H. E. R. Barnes, Robt. Barnes, Beirnes, Burling, Cantwell, Colvin, Creighton, Deguise, Dessaint, Dan. Elliott, D. H. Elliott, Fraser, Green, Grierson, Jacques (proxy), Jessop, Johnson, Kehoe, Knowles, Lovett, J. S. MacDonald, W. A. MacDonald, M. A. MacInnes, MacPherson, McCartney, McIlveen, McKeand, Meagher (proxy), O'Brien, Plant, Prince, Rous, Ryan, St. Laurent, Séguin, Sheppard, Stringer, Tulley, Turner, Veitch. Total 179.

Against: Attwood, Beard, Burns, Lindsay, Lisle, T. R. L. MacInnes, J. C. O'Connor, Miss Reynolds, Sandiland, Smith, Sutherland, Taylor, and Miss Tremblay. Total 111.

Section 7e: Paying the legitimate expenses of officers and the travelling expenses of delegates to future conventions. Adopted after division by the following vote:

For: R. Barnes, Beirnes, Burling, Burns, Cantwell, Colvin, Creighton, D. Elliott, D. H. Elliott, Fitzpatrick, Fraser, Grierson, Jessop, Keane, Kehoe, Knowles, Lindsay, Lovett, J. S. MacDonald, W. A. MacDonald, Miss MacFarlane, M. A. MacInnes, MacPherson, McCartney, McKeand, McLeod, McMahon, O'Brien, Patterson, Prince, St. Laurent, Sandiland, Séguin, Shaw, Sheppard, Stringer, Taylor, Turner, Veitch, Watt and Willox. Total declared as 149½, Messrs. Jessop and Lovett were credited with only one vote apiece by error.

Against: Attwood, Dessaint, Lisle, T. R. L. MacInnes, J. C. O'Connor, Plant, Miss Reynolds, Smith, Miss Tremblay, and Talley. Total 110.

Constitution of the Civil Service Federation of Canada

1. The name of this organization shall be The Civil Service Federation of Canada. In this constitution it will be referred to as the Federation.

2. The objects of the Federation shall be to unite in one organization all associations and other organizations of Dominion civil servants for the promotion of their common interests as such, to promote organization among civil servants, to promote efficiency in the Civil Service, and to further the cause of good government, and generally to deal with all questions which affect the interests of the Service.

3. The headquarters of the Federation shall be at Ottawa.

4. (a) The Federation shall be composed of Dominion-wide associations or equivalent

organizations as may be determined by the General Council and only one charter shall be granted to an association of Dominion Government employees of the same class.

(b) An Association (or equivalent organization) shall be composed of organizations such as the Civil Service Association of Ottawa, which is composed of employees at the head offices of the various departments, and of Dominion Government employees of the same class, such as the Dominion Postal Clerks' Association, the Dominion Customs Association, etc. Membership in each such Association shall be open to all Dominion Government employees of the class of which such Association consists.

(c) Each Association shall be divided into Branch Associations, comprising all members of such Association at one point, in one district, or in such other divisions as may be prescribed by the constitution of such association. In case of an Association comprising members at one point only such organization shall be considered the first branch of the Dominion-wide Association until the Dominion-wide organization has been effected, and the officers shall act in the meantime as the general officers of the Dominion-wide Association. Branch Associations may be divided into sub-branch associations and smaller units as may be deemed advisable.

(d) District and local Dominion Civil Service Councils may be formed, consisting of representatives of the various branches and sub-branches of the Associations in such areas, provinces, districts, or localities as may be approved by the Executive Board.

Officers

5. (a) The officers of the Federation shall be a President, 1st, 2nd and 3rd Vice-Presidents and a Secretary-Treasurer, nominated at the annual convention and elected by general vote as provided for in section 8. The Secretary-Treasurer shall be resident in Ottawa.

(b) All candidates for office shall be civil servants in the employ of the Dominion Government at the time of their nomination and members in good standing of one of the Associations.

(c) It shall be the duty of the President to preside at all meetings of the Executive Board, of the Council, and at conventions of the Federation, to supervise the work of the other officers, to direct the organization of Dominion Government employees, to deal with infractions of the constitution, to call meetings of the Executive Board, the General Council, and conventions of the Federation as required in the interests of the Service or according to the constitution or by-laws of the Federation.

All the duties and powers of the President shall be discharged and exercised on the advice and under the direction of the Executive Board.

The Vice-Presidents shall assist in the discharge of the duties of the President and shall in turn assume his duties in the event of his resignation or inability to act.

(d) The Secretary-Treasurer shall discharge the duties assigned him by the President and Executive Board, and shall supervise the work of the staff at headquarters, employing such clerical assistance as may be required under the direction of the Executive Board. He shall keep accurate records of the proceedings of all conventions of the Federation, of all meetings of the Council, and of the Executive Board. He shall keep a record of the membership and officers of the Associations and branches, and of district and local Dominion Civil Service Councils. He shall be custodian of all property of the Federation and shall keep copies of all letters written and files of all documents received, and shall deliver to his successor or to the President all such files and other property of the Federation on vacating office.

He shall receive all monies payable to the Federation, giving receipts for the same, and shall deposit all monies in a chartered bank to the credit of the Federation, withdrawable only on the joint signature of the President and Secretary-Treasurer. Under the direction of the Executive Board he shall pay all accounts approved by the Audit Committee and countersigned by the President.

He shall be required to furnish bonds in any guarantee company selected by the Executive Board and to any amount determined by the Board, the cost to be borne by the Federation. His accounts shall be examined each year by a chartered accountant appointed by the Executive Board, and the report of this accountant shall form part of the report of the Audit Committee for the annual convention.

(e) All officers shall be paid such allowances when engaged on the business of the Federation as may be authorized by the Council.

(f) There shall be an Organizing Secretary whose duty it shall be, under the direction of the President and Executive Board, to promote organization among civil servants employed by the Dominion Government. He shall receive such annual salary as may be determined by the General Council.

(g) There shall be an Assistant Secretary-Treasurer, appointed by the Executive Board at such annual salary as may be determined by the General Council.

The Assistant Secretary-Treasurer shall perform all duties assigned to him by the Secretary-Treasurer, and under his direction shall act as recording secretary at all meetings of the Executive Board, the General Council, and at conventions. He shall have charge of the office and staff at headquarters.

In the absence of the Secretary-Treasurer the President may in writing authorize one of the members of the Executive Board or the Assistant Secretary-Treasurer to act as Secretary-Treasurer. In the event of the offices of the Secretary-Treasurer or Organizing Secretary becoming vacant, the General Council may elect a successor for the balance of the term or may authorize the Assistant Secretary-Treasurer to act.

Administration

6. (a) The administration of the affairs of the Federation shall be vested in an Executive Board and a General Council. The Executive Board shall consist of the officers and three members appointed by the General Council. The General Council shall consist of the officers of the Federation and the Presidents of all Associations belonging to the Federation, or their representatives as provided for in their several constitutions.

(b) *Duties and Powers of the Executive Board.* The Executive Board shall carry out the policy of the Federation as determined at conventions or by the General Council, direct the work of the officers, and further the interests of the Civil Service and of the Associations.

It shall have general executive powers when the General Council is not in session and shall supervise all matters of business and the administration of the official organ and other publications of the Federation. The funds shall be expended for the purposes of the Federation as directed by the Board in accordance with the by-laws of the Federation. The Board shall be responsible to the General Council and shall make an annual report to the annual convention. Five members of the Board shall form a quorum.

(c) *Duties and Powers of the General Council.* The General Council shall be responsible for and shall be consulted by the Executive Board regarding policy and decisions involving possible changes in the policy adopted at previous annual conventions. Its members shall receive reports from time to time regarding action taken by the Executive Board between meetings of the General Council. It shall form standing committees to co-operate with the Executive Board on Audit, Legislation,

Grievances, Official Organ and Publicity, and on any other matter as may be deemed expedient. The chairman of each committee must be a member of the Executive Board, but the other members need be only members of any Association belonging to the Federation.

The General Council will meet at least three times a year. The first meeting of the new Council will be held as soon as possible after the election of officers. Each member of the General Council shall have one vote at its meetings.

(d) The fiscal year of the Federation shall commence on the 1st of September in each year.

(e) *Grievances.* Any affiliated Association requiring assistance in connection with any grievances under the jurisdiction of any sub-branch or branch association, such as the vindication of the rights and privileges of any individual member, etc., shall be required to forward to the Secretary-Treasurer of the Federation a detailed written statement, giving the nature of the grievance and any action taken in the matter by the sub-branch association, or branch association.

The Secretary-Treasurer of the Federation, upon the receipt of said statement, shall call a meeting of the grievance committee to immediately investigate the matter.

If the committee decided that no further action should be taken the Secretary-Treasurer of the Federation shall notify the Association of the result, and upon the receipt of this report the Executive Board of said Association shall declare that no grievance exists.

If the committee decides that further action should be taken the Executive Board shall immediately undertake to effect a settlement. When unable to effect a settlement the Executive Board shall take the necessary steps to create a Board of Arbitration.

7. (a) The annual convention shall begin on the third Monday in September of each year, at the place decided upon at the previous convention.

(b) Each Association shall be entitled to one delegate for the first 200 members or fraction thereof, and one for each additional 500 members or majority fraction thereof, the voting power of each delegate to be determined on the following basis by the Committee on Credentials: one vote for the first fifty members or fraction thereof, each delegate being allotted his proportionate share of the total votes allotted to the Association of which he is the representative, provided that no delegate can have more than 25 votes.

(c) Credentials for each delegate shall be made out in duplicate on printed forms furnished by the Secretary-Treasurer, showing the number of members in good standing in the Association, and the names of all the delegates from the Association. These shall be signed by the Presiding Officer and Secretary of the Association, one to be forwarded to the Secretary-Treasurer at least two days before the opening day of the convention, and one to be presented by the delegate at the convention to the chairman of the Committee on Credentials.

(d) Delegates shall be elected according to the method prescribed by the constitution of each Association.

(e) The travelling expenses of delegates and the legitimate expenses of officers attending the convention shall be paid by the Federation.

Election of Officers

8. (a) On the first day of the annual convention there shall be designated a day and hour up to which nominations may be handed to the Assistant Secretary-Treasurer, who shall act as returning officer.

(b) Each nomination must be in writing, signed by the nominators, of whom there shall not be more than three, and no nominator shall have the privilege of nominating more than one person for each office.

(c) Twenty-four hours after the expiration of the time for nominations there shall be delivered to the delegates lists of the nominees with the names of the nominators and each delegate shall mark the names of the nominees for each office in the order of his preference, 1, 2, 3, etc. Each delegate shall receive and mark as many lists for each office as he has votes. One hour shall be allowed for the marking of these ballots and during this time any delegate, including the nominees, shall have the privilege of speaking once for a period not exceeding three minutes.

An Election Committee with a chairman shall then be appointed and the Assistant Secretary-Treasurer shall act as Secretary of this committee.

The votes for the respective nominees shall be allocated by the committee according to the method of the single transferable vote and the names of the nominees for each office shall be arranged in the order of the preference indicated by the voting. The first five names on the list, so arranged, for each office, shall be declared as the candidates for such office. These shall be immediately notified by the Assistant Secretary-Treasurer and shall be allowed 48 hours in which to accept or refuse. If any nominations are refused the nominees whose names are 6th, 7th, etc., on the list

shall automatically move up in the list to a final total of five. The names of these five candidates for each office, if sufficient nominations have been offered, shall be placed on the ballot papers in alphabetical order. A statement of the vote at the convention shall be published with the report of the convention in the official organ.

(d) The method of voting shall be the single transferable vote.

(e) Ballotting shall take place on the fourth Friday after the convention.

(f) Each member in good standing of an Association shall be entitled to one vote for each member of the Federation. The ballots for the election of Federation officers shall be printed and distributed from the Federation headquarters to various Branch Associations. Unless otherwise provided the Secretary of each Branch Association shall act as deputy returning officer and shall provide for ballotting on the date fixed.

(g) On the day for the election a ballot paper for each office shall be delivered by the Branch Secretary to each member of the Branch Association in good standing, and shall be received from him folded and sealed. The sealed ballots shall be forthwith opened and counted by the Secretary (in the presence of at least two scrutineers). The result shall be recorded on the special forms provided, and one copy with the ballots shall be forwarded immediately to the Assistant Secretary-Treasurer of the Federation. The Election Committee shall count the ballots on the 10th day after the election and declare the result, notifying forthwith each candidate elected, and publishing the result of the vote by branches or sub-branches. Associations unable by reason of remoteness to place the ballots in the hands of the Assistant Secretary-Treasurer by noon of the 10th day shall forward the result of the ballot for the officers by wire, together with the statement that the ballots are being forwarded by mail.

Revenue

9. The revenue of the Federation shall be derived from a per capita tax levied on the members of each Association annually and paid to the Federation through the Treasurer of each Association. Each member shall receive free from further subscription the official organ, news letters, or such other publications as may be issued by the Federation for the members of the Associations. The amount of the per capita tax for the following Federation year shall be recommended by the Executive Board at the annual convention, and shall be determined by that convention. No member of any Association shall forfeit his good standing

assessments levied by any Association or Branch Association for purposes other than those for which such Associations and this Federation have been organized.

Official Organ

10. The official organ shall be the property of the Civil Service Federation of Canada, and shall be devoted to the objects for which the Federation has been organized. It shall be issued monthly or at shorter periods, as may be determined by the General Council. The committee shall also issue such other publications as may be directed by the General Council. (See the report of the Committee on *Civilian*, covering the present year.)

11. On petition signed by 10 per cent of the total members in good standing of all Associations according to the records of the Secretary-Treasurer, or by the Presiding Officers or by the direction of the executive bodies of 25 per cent of the Associations, the General Council shall be summoned to consider any of the following:

A petition (1) proposing policy or action by the Federation or (2) reversing policy adopted or action previously decided upon or (3) demanding a vote on the recall of an officer of the Federation.

If 40 per cent of the General Council at a meeting at which 75 per cent of its members are present approve such petition it shall be referred to the membership for direct vote, and the General Council shall give effect to the will of the majority so expressed.

Any such petition signed by 25 per cent of the total membership or the presiding officers or by the direction of the executive bodies of 40 per cent of the Associations shall be forthwith submitted to the membership for direct vote by the Executive Board, through the Secretary-Treasurer.

Petitions shall be circulated and forwarded to the Secretary-Treasurer by the Secretaries of the Branch Associations. In the case of a petition for the recall of an officer or officers the petition must be signed by a majority of the members of at least 10 per cent of the Associations giving a majority vote to the candidate concerned at the previous election, and must name one alternative for each officer to be recalled.

All proceedings in the case of any petition for the initiative, referendum or recall shall be carried on under the by-laws of the Federation passed by the General Council.

By-laws

12. The General Council shall make such by-laws for the proceedings under this constitution as may be deemed expedient.

Amendments

13. This constitution may be amended by procedure under section 11 or by two-third vote of the delegates to any regular convention. Any one of its clauses may be suspended by a two-third vote of the entire General Council, but such suspension shall be announced in the official organ and shall be subject to recall under the provisions of section 11.

14. This constitution shall take effect when adopted by the convention of March 17 to 22, 1919, and the officers elected thereunder shall hold office until their successors are elected.

AFFILIATION WITH LABOUR

The report of the Committee on Affiliation with Labour was presented by Mr. A. E. Sheppard, as follows:

"We have had two sessions of our committee, at which the question was fully discussed. We have to recommend that this Civil Service Federation do affiliate with the Dominion Trades and Labour Congress of Canada."

Moved by Mr. Sheppard, seconded by Mr. Seguin, that the report as read be adopted.

Mr. Plant, seconded by Mr. Fraser, moved that the question of affiliation with labour by the Federation be deferred, and Mr. J. C. O'Connor, seconded by Mr. J. H. Ryan, moved that in the opinion of this convention the individual associations affiliated with this Federation may or may not affiliate with organized labour, as is determined by their constitutions and the opinions of their members, also that this convention believes that only such associations should be allowed to affiliate with this Federation as have complied with our constitution; and, further, that a standing committee be appointed to study between now and the next convention the advisability of Dominion civil servants affiliating with other bodies, such as provincial, civil servants, the municipal employees, other bodies of workers, etc. The motion carried, on division, by a vote of 274 to 32.

Mr. Plant, with the agreement of his seconder, withdrew his motion.

Moved by Mr. Jessop, seconded by Mr. Stringer, that a referendum be taken on the question of affiliation with labour before the convention of this Federation in September.

On the motion of Mr. O'Connor, seconded by Mr. Lisle, it was decided by the convention that this referendum be taken by the local associations, as provided for by their constitutions. This was carried on division, by a vote of 228 to 60.

RESOLUTIONS

Classified list of resolutions in the order in which they are given in the following pages:

Affiliation with Labour. (See report of committee in previous pages.)

Bonus.

Bonus for 1918.
Bonus for 1919, before and after classification.
Distribution of bonus and refusal of Government to accept oaths of female employees with dependents.

Bonus for 1918 not carried out in some departments in accordance with recommendations of Council.

Bonus to canal employees.
Bonus to char service.
Bonus to mechanical staff, Printing Bureau.
Bonus to Outside and Inside Services alike, Money Order Exchange.
Bonus to Board of Pension Commissioners staff.
Bonus to superannuated or retired employees.

Civil Service Act.

Civil Service Minister.

Civilian. (See also report of committee in previous pages.)

Objection to acceptance of club rates.

Printing of Parliamentary Debates on Civil Service matters.

Printing of minutes of convention.

Classification. (See Committee on Classification in previous pages.)

Constitution, changes in. (See also Committee on Constitution in preceding pages.)

Convention, place of next.

East and West, regret over estrangement among postal employees.

Employment, conditions of. (See also Equal Pay for Equal Work, Leave, Pay, Promotions, and report of Committee on Employers' Liability in previous pages.)

Permanent and temporary employment, Pensions Board.

Night watchmen.

Canal employees, lay off during winter.

Railway Mail Service, arbitrary and unjust treatment of.

Equal pay for equal work.

Men and women.

Porters, firemen, etc., in different departments.

General principle, citing map engravers.

Leave.

Medical certificate regulations.

Holidays, Grain Inspection employees.

Sick leave, char service.

Morson Appeal, municipal taxation of federal incomes.

Officers of Federation.

Secretaries to be returned soldiers if possible.

Testimonial to Secretary-Treasurer.

Organization and scope of Federation. (See report of committee on previous pages.)

Patronage.

Pay.

Overtime.

Immigration inspectors.

Equalization of salaries, East and West.

Promotions.

Policy, pledging efficiency from the bottom and asking efficiency at the top.

Retirement fund, increase in rate of interest paid.

Returned soldiers. (See also Officers of Federation.)

Full re-instatement.

Railway Mail Service, temporary clerks.

Concessions extended to women who volunteered for war purposes.

Superannuation. (See report of committee in previous pages.)

Trial Board.

Union labels.

Whitley scheme.

Bonus

Bonus for 1918.—On the motion of Mr. O'Connor, seconded by Mr. Lisle, the following resolution was carried:

Resolved, that this convention place themselves on record as heartily endorsing the act of the officers of the Federation in their endeavours to obtain a war bonus of \$350 for all civil servants, and that we hereby intrust the officers and executive board

to exert their further efforts to obtain the full bonus of \$350 for all civil servants for the fiscal year of 1918-19.

Bonus for 1919, before and after classification.—On motion of Mr. Loftus MacInnes, seconded by Mr. Lisle, the following resolution was decided on by the convention:

Resolved that, in view of the facts (1) that the cost of living still remains abnormally high, (2) that, even if it were on the decline, it would take a long time for such a condition to have an appreciable effect upon salaries which are still upon a pre-war basis, and (3) that the beginning of a new fiscal year is so near, we should ask the Government to bring down legislation forthwith, granting all civil servants a bonus of at least \$30 a month, payable after April 1st, 1919, until the new bonus adjusted to the schedule of salaries involved in the re-classification of the Service has become operative, and that Government further be asked to retain the services of the firm of Arthur Young and Co., Chicago, with a view to scientifically determining the amount of such a new bonus.

Distribution of bonus and refusal of Government to accept oaths of female employees with dependents.—By Miss Tremblay, seconded by J. C. O'Connor: Whereas, the Civil Service Federation, in its memorial presented to the Cabinet on the 8th October, 1918, asked for a bonus of \$350 to all on the basis that the high cost of living affected every person, whatever their salary, and

Whereas, the Government did not see fit to grant the amount asked for, and decided to allow only part of that amount, making two classes, as follows: \$150 to all single employees receiving a salary below \$1,800 per annum, provided the bonus added to salary does not bring it up to \$1,880; and \$250 to married employees and others being the sole support of some person or persons, (with the same maximum), thereby discriminating against women especially, and submitting the second group to the necessity of executing a statutory declaration, and

Whereas, the question in turn had to be supported by the declaration or statement of the chief of the branch that "he knows of his own personal knowledge that the claim of the person in question, as stated in the statutory declaration is genuine, and that the party supported has absolutely no other sources of revenue";

Whereas, we contend that, refusing to believe a person on his sworn statement is attacking the very basis of our liberty as provided for by the Habeas Corpus Act, and establishing a dangerous precedent, opening the door to Bolshevism;

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Let it therefore be resolved that the Civil Service Federation assembled in convention at Ottawa, and representing over 200 associations and 20,000 civil servants from the Atlantic to the Pacific coast, strongly protest against the manner in which the bonus of 1918 has been apportioned and distributed;

That the Civil Service Federation is entirely in sympathy with the women of the Civil Service and approve of their stand on this question, and of their claim to recognition as responsible persons in the execution of one of the most important acts of the citizen, that of attestation.

Bonus for 1918 not carried out by some departments in accordance with recommendations of Council.—Moved by Major M. A. MacInnes, seconded by J. B. Shaw, that:

Whereas, the recommendation of the Special Committee appointed by the Government to consider the amount of bonus to be given to the Outside Service for the years 1918-19, on account of the high cost of living, was to be based on the award to the Postal Department employees, and the correspondence issued by the Commission to the Civil Service Federation was worded to the same effect;

Resolved, that the members of the Civil Service Federation of Canada while in convention assembled put themselves on record as requesting that the recommendation of the Special Committee and the Civil Service Commission be carried out, and the bonus paid in full, that is, \$250 per annum, independent of the salaries then paid.

Bonus to canal employees.—By Mr. Dan. Elliott: The New Welland Canal Employees Association wish the Civil Service Federation to take up their case along with that of the Sault Ste. Marie, Montreal, and other canals, to the end that the \$250 bonus shall be added to all salaries, permanent and temporary, also the shorter hours be taken up as well.

Bonus to char service.—By Mr. Rous, seconded by Miss Tremblay: That the Federation immediately take up the matter of the bonus for the fiscal year 1918-19 for char service of the Public Works Dept., and also the question of an increase of wages to provide for the period from now to the time when classification takes effect, notwithstanding future bonus.

Bonus to mechanical staff, Printing Bureau.—Moved by Mr. Johnson, and duly seconded:

Whereas, the wages of mechanical staff in the Government Printing Bureau are governed by statute, and fixed as the average wages paid in Toronto and Montreal; and

Whereas, the Government, finding that certain commercial firms were granting a war-time bonus to their employees, gave a measure of relief by the sanction of a so-called bonus of \$2.00 per week for the current fiscal year to the said employees; and

Whereas, the Honourable G. D. Robertson, Minister of Labour, through a report following investigation by his fair wage officers, showed the average wages of Toronto and Montreal to be \$2.00 per week in advance of those paid at the Printing Bureau; and

Whereas, the Government has now declared the amount of the above bonus to be a portion of the wages paid to Bureau employees,

Resolved, therefore, that this Federation urge upon the Government in the strongest possible manner the payment of a war bonus to the mechanical branch of the Printing Bureau which shall be equivalent to the bonus which has been paid in the other branches of Government Service.

Bonus to Outside and Inside Services alike, Money Order Exchange.—By J. S. MacDonald:

Whereas, grave injustices and vast discrimination have been meted out by the Government to the unmarried clerks and clerks without dependents in the Outside Service of the Post Office Department Money Order Exchange;

Whereas, at the outbreak of war about one-half of the Money Order Exchange clerks, including many of long service, were assigned to different duties in the inside of the Post Office Department and only received a bonus of \$150 while unmarried clerks and clerks without dependents remaining at the Money Order Exchange received a bonus of \$250;

Resolved, that we consider this unfair and suggest that this grievance be removed and all the clerks of the Outside Service Money Order Exchange be treated alike as we are all on the same payroll and employed in the same Branch.

Bonus to Board of Pension Commissioners staff.—By Major McKeand, seconded by Miss Tremblay: That the Federation be asked to expedite the question of granting the bonus of 1918-19 to the staff of the Board of Pension Commissioners, in view of the fact that their salary is not in proportion with that of other employees in similar capacities in other departments, as established by returns submitted to the minister in charge.

Bonus to superannuated or retired employees.—Moved by Mr. Burling, seconded by Mr. Lisle, that a bonus should be given to superannuated civil servants, in order to meet the high cost of living.

Civil Service Act

On motion of Mr. Taylor, duly seconded, the following resolution was adopted:

"Resolved, that the Civil Service Federation of Canada, in convention assembled, record its deep appreciation of the action of Government in passing the Civil Service Act in 1918."

Civil Service Minister

On the motion of Mr. Cantwell, seconded by Mr. Rous, the following resolution was adopted:

"That this convention express its appreciation to the Government for appointing a Civil Service Minister to consider questions pertaining to the personnel of the Civil Service generally, and urge the formation, at as early a date as possible, of a Civil Service Department."

Civilian

Objection to the acceptance of club rates.—Moved by Mr. Colvin, seconded by Mr. Kehoe, that it be the sense of the convention that the subscription price of *The Civilian* should be \$1.00 per annum, instead of 75 cents, and that we should register our objection to the acceptance of club rates by members of the Federation. Carried.

Printing of Parliamentary debates on Civil Service matters.—On the motion of Mr. Elliott, seconded by Major MacInnes, the following was carried:

"That in the interest of the distant members of the Federation, and for their guidance in voting, the debates in Parliament on matters pertaining to Civil Service be fully reported in *The Civilian* or by special bulletins."

Printing of minutes of convention.—Mr. Kehoe moved, seconded by Mr. Burns, that the minutes of the convention be published in *The Civilian* at the expense of the Federation.

Constitution, changes in

On the motion of Major MacInnes, duly seconded, the convention decided that, three months previous to the convention, notice shall be given to the Secretary of the Federation of any change in the constitutions of the local Associations.

Convention, place of next

On the motion of Mr. Sandiland, seconded by Mr. Keane, Ottawa was unanimously chosen as the seat of the next convention.

East and West

Regret over estrangement among postal employees.—Moved by Mr. T. R. L. MacInnes, seconded by Mr. J. B. Shaw, that this convention regrets the disagreement between the eastern and western postal employees and the consequent disruption of their organizations and earnestly hope that a reconciliation between the different groups may be effected in the near future and that they will be re-united in single associations as members of this confederation, and we would urge all our organizations to use their influence to the utmost in order that this result may be brought about.

Employment Conditions

Permanent and temporary employment, Pensions Board.—My Major McKeand, seconded by Miss Tremblay, that the Civil Service Commission be requested to define clearly and definitely the status of permanent and temporary employees of the Board of Pension Commissioners, who were appointed to the staff of the Commission by order-in-council (under the authority of P.C. 1334, dated June, 1916), and prior to 13th Feb., 1918.

Night watchmen.—On the motion of Mr. Elliott, seconded by Mr. O'Brien, the following resolution was adopted:

"Resolved, that it is the judgment of this convention that men performing duty as night watchmen should be granted one night off in seven and be allowed extra time for Sundays, and that when vacancies occur in the day staff, officers performing night duty be given first opportunity to apply for positions on the day staff."

Canal employees, lay off during winter.—By Mr. McLeod: The employees of Sault Ste. Marie Canal beg leave to ask this committee to take up the matter of yearly pay for said employees, as in the past we only get employment from about February 15 to about December 24, each year, and during what we term navigation season, which is from about April 15 to December 15, we work 12 hours per day and 30 days per month with small pay. From December 24 to February 15 the men are laid off without pay, when it is the most expensive time to live, as they require extra fuel and clothing in the winter months.

Railway Mail Service, arbitrary and unjust treatment.—The following resolution was moved by Mr. Kehoe, and seconded by Mr. Beard, and was adopted:

Resolved, that the Civil Service Federation desires to express condemnation of the arbitrary and unjust treatment of one of our members, Mr. W. G. Jessop, of the Rail-

way Mail Service, by the head of the Railway Mail Service, Mr. B. M. Armstrong, and consider that any officer guilty of an act of such gross injustice should be disciplined by the proper authorities. Further, that this convention pledges its whole-hearted interest in the attainment of prompt reparation, both moral and financial, for the said Mr. W. G. Jessop.

Equal Pay for Equal Work

Men and women.—By Miss MacFarlane, seconded by Mr. J. S. MacDonald, that this Federation approach the Government with the view of removing the barrier of discrimination now existing against female employees in the matter of salaries, promotions, advancements, etc.

Porters, firemen, etc., in different departments.—By Mr. Beirnes, seconded by Miss MacFarlane, that the Federation use its efforts to remove the following grievance:

The porters, firemen, etc., in the Winnipeg Immigration building are under the control of and paid by the Immigration Department, while the porters and firemen of all other Dominion Government buildings are engaged and paid by the Public Works Department. The Immigration Department pay these men \$65.00 per month, while the Public Works Department pay \$80.00 per month for these men.

General principle, citing map engravers.—By Mr. Veitch:

Whereas, the map engravers employed in the Department of Public Printing and Stationery work longer hours, receive smaller salaries, are not paid during sickness, and are subject to deductions for late time;

Whereas, two men employed by the Government doing the same duties as ourselves are enjoying Inside Service conditions, whilst we are merely paid on a weekly basis, having no guarantee of continuous employment;

Resolved, that we request equal treatment for all map engravers in the Government Service and affirm our belief that this principle should be applied to all employees of all departments.

Leave

Medical certificate regulations.—On the motion of Mr. Lisle, seconded by Mr. Attwood, it was resolved that the Civil Service Federation of Canada in convention assembled place itself on record as opposed to the arbitrary stand taken by the Civil Service Commission in refusing to accept the medical certificates of family physicians of civil servants, and in designating certain medical practitioners whose certificates alone

shall be accepted before the prescribed sick leave may be granted.

Holidays, Grain Inspection employees.—By Mr. Beirnes, that the officers of the Federation take up the question of holidays for the Dominion Grain Inspection and Weighing Department of Fort William and Port Arthur for the year 1919.

This department have always received holidays, up to 1918, when they were cut on by the Board of Grain Commissioners. This covers all of this department who are in receipt of overtime and involves practically the whole working staff.

Sick leave, char service.—By Mr. Rous, seconded by Miss Tremblay: That the Federation immediately take up the matter of securing sick leave for the char service.

Morson Appeal

On motion of Mr. Lisle, seconded by Mr. Watt, it was decided that this convention place itself on record as approving the action taken by the Civil Service Federation of Canada to obtain a decision from the Privy Council as to whether municipalities have the right to tax the income of federal civil servants.

Officers of Federation

Secretaries to be returned soldiers if possible.—On the motion of Mr. Johnson, seconded by Mr. Veitch, it was decided that, if a male assistant secretary-treasurer or organizing secretary be employed, the position should be filled by a returned soldier, if applicants can be found who possess the proper qualifications.

Testimonial to Secretary-Treasurer.—By Mr. Jessop, seconded by Mr. Sandiland, That a committee be appointed with power to act in connection with deciding on what testimonial should be made to Mr. Burling in appreciation of the services he has rendered to the Civil Service Federation of Canada.

Patronage

Proposed by Mr. Taylor, seconded by Mr. Loftus MacInnes: Whereas, the Civil Service Federation strove for the elimination of political patronage in the appointments to and promotions in the Civil Service;

And, whereas, the efforts of the Federation were eventually rewarded by the enactment of the Civil Service Act, 1918, wherein patronage was eliminated.

And, whereas, it is apparent that some politicians are in favour of the restoration of patronage;

Be it therefore resolved, that this Federation reiterate its fidelity to the merit system as intended by the Civil Service Act and places itself on record as determined to combat, with all its energy and resources, any attempt to restore the system of patronage.

On the motion of Mr. T. R. L. MacInnes, seconded by Mr. Cantwell, the following resolution was adopted:

"Resolved, that this Federation in convention assembled, express its grateful appreciation of the work of the Civil Service Commission in its efficient administration of the merit system in Civil Service appointments, and that we observed with disgust the slanderous and scurrilous attack directed at the Civil Service Commissioners by the member of parliament for West Toronto, and that we recognize therein a deliberate, if awkwardly disguised, attempt to discredit the merit system and the proposed new classification of the Service for the express purpose of influencing the House of Commons to return to the patronage evil."

Pay

Overtime.—Moved by Mr. Knowles, seconded by R. C. Rous, that,

Whereas, the Civil Service Commissioners have established regular hours of service under order-in-council of January 5, 1919, it is hereby resolved by the Civil Service Federation in convention assembled that any service necessary either prior to or after such regular hours should be paid for as overtime, and a copy of this resolution be forwarded to the Civil Service Commission.

Immigration inspectors.—By Mr. Beirnes, seconded by Miss MacFarlane: That the Federation take steps to remove the following cause for grievance:

That with regard to our boundary inspectors, we wish to point out that although these men are handling the most important work on the international border they are not nearly so well considered as the Customs officers. The work they do would seem to be of the far more important nature, as they are handling men while the Customs are responsible for the entry of goods, which latter commodity is certainly more easily got rid of if allowed to enter the country illegally. Some of our inspectors are receiving \$80.00 per month, while the men working on the opposite side are paid by the U.S.A. Government about double that salary while handling exactly the same people.

Equalization of salaries East and West.—Moved by Mr. Lisle, seconded by Mr. W. A. MacDonald, that the Civil Service Federation in convention assembled place them-

selves on record as favouring the equalization of salaries and other remunerations as between East and West, and, in view of the fact that the figures of the Department of Labour show that the cost of living is as high in the East as it is in the West, that the salaries and remunerations paid in the East should be the same as those paid in the West. The motion carried.

Policy

Pledging efficiency from the bottom and asking efficiency at the top.—By Mr. Tulley, and seconded by Mr. McLaughlin:

Whereas, in many cases in which civil servants have complained of specific conditions involving injustice to certain of their number, redress has been in effect denied by those in authority on the ground of alleged abuses of a general character from which it was supposed classes or individuals of the Civil Service benefited, but abuses which arise from either the wrongdoing or neglect of the authorities themselves, and not from anything done or left undone by the Civil Service;

And, whereas, the Civil Service has constantly urged needed general reforms on its own account and has helped, whenever possible, in advancing reforms proposed by others, which is proof that civil servants as a body have no desire to benefit by abuses, nor to shield any individuals in the Service who so benefit;

And, whereas, this Federation is composed of men and women who have rendered, and desire to render, honest return of efficient service for the remuneration they receive from the public;

Therefore be it resolved:

That this annual convention of the Civil Service Federation of Canada hereby earnestly declares that this putting forward of alleged general abuses as an excuse for postponing or denying redress of grievances is both undeserved and unjust to our membership.

And resolved further:

That we call upon the Civil Service Commission, or any other body competent in the premises, to institute at once a full enquiry into the Civil Service with a view to immediate action to do away with any reason for complaint of abuse by:

- (a) Superannuating on a fair basis those no longer able to perform official duties;
- (b) Transferring to suitable positions those who should be transferred in the interest of efficiency;
- (c) Discharging forthwith from the Service those who will not or cannot give

service equivalent to the salaries they demand.

And this convention declares further:

That if this plain duty of ridding the service of abuses and those who benefit by them is not undertaken without delay; and if the existence of those abuses and of the alleged benefits that inure from them to individuals or classes of the Service is again put forward by anybody in authority as an excuse for refusing or postponing justice to any of our membership, that fact should be taken by the public as proof positive that the authorities themselves, and not the Civil Service, are those who seek to benefit by the existence of evils which they pretend to deplore.

Mr. McDonald, seconded by Mr. Johnson, moved that this resolution be adopted.

On the motion of Mr. O'Connor, seconded by Mr. Cantwell, it was decided that the resolution should be incorporated in the proceedings, but that a vote, approving or rejecting it, should not be taken at the present time.

Promotions

By Mr. Knowles, seconded by Mr. Rous:

Whereas, by Order-in-Council, P.C. 2675, the Civil Service Regulations contain a provision that "in no case will a promotion be approved where there is an adverse report against the person recommended in any part of the two preceding years," it is hereby resolved by the Civil Service Federation of Canada in convention assembled to request the Commission to rescind such regulations, as the time for punishment is at the time the person has been proven guilty, and not continued for years afterwards.

By Major MacInnes, seconded by Mr. Watt:

Resolved, that in all cases where transfers are considered to be in the interest of the Service, it is the opinion of this Federation that an employee transferred should not also be promoted to a higher or more lucrative position without the knowledge and consent of this Civil Service Commission, and deputy heads of departments affected.

Resolved, further, that the Civil Service Act be amended so as to place the initiative in the matter of promotions in the hands of the Commission, as well as of deputy heads.

By Mr. J. S. MacDonald, seconded by Mr. Beirnes:

"That the Federation approach the Commission with the view to removing the barrier now existing, preventing promotions being granted in the Money Order Exchange, Post Office Department (Outside Service)."

Retirement Fund

Increase in rate of interest.—By Mr. Burling, and seconded by Mr. Knowles:

Whereas, it is understood that the Government has raised the rate of interest on the retirement fund from 4 to 5 per cent in the award to the Postal Service;

Resolved, that this convention instruct the Executive to approach the Government with regard to an increase in the interest paid on the retirement fund.

Returned Soldiers

Full reinstatement. — By Mr. Elliott, seconded by Mr. Knowles, that civil servants who enlisted and went to the front for military duty should be reinstated in positions in the Service on their return, without loss of increment in salary, and in positions of equal rank to those which they held on enlistment.

Railway Mail Service, temporary clerks.—By Mr. Jessop, seconded by Major McKeand: That as returned soldiers who were appointed to the Railway Mail Service as temporary clerks at various times during the past two or three years, and passed the preliminary examinations as required at the time of their appointment, be given permanent appointments without being required to pass the Civil Service examinations.

Concessions extended to women who volunteered for war purposes.—By Mr. Burling, seconded by Miss Tremblay, that, whereas, the provision that returned soldiers shall have special consideration in appointments to the Civil Service, there is no provision extending the advantages to the women who have taken the men's places in munition work and so forth during the war, or to women who have given their services as nurses during the war:

Resolved, that it is the sense of this convention that any concessions granted to the men should be also extended to women who have also volunteered their services for war purposes. Further, that it is the sense of this convention that there is a concession which might be granted to returned soldiers, nurses, and so forth, but which has not yet been adopted by the Civil Service Commission, viz.: that, where a certain period of training, or a certain period of employment is specified as necessary for qualification for appointment, the years of war service be subtracted from this period, provided the participation of the individual in war work was responsible for his or her inability to obtain sufficient experience or training. Carried.

Trial Board

By Mr. Lisle, seconded by Mr. O'Connor:

Whereas, the fundamental principles of justice upon which our British institutions are based is the right of each individual to be heard in his own defence;

Whereas, civil servants are entitled in common justice to the right accorded their fellow citizens;

And, whereas, other progressive public services and industrial corporations in private industry have recognized the right of their employees to a trial or hearing before dismissal or removal;

Be it resolved that the Civil Service Federation of Canada in convention assembled do hereby petition the Government to incorporate in the Civil Service Act of this country the principle that no permanent civil servant shall be dismissed or removed except for cause upon written charges and after an opportunity is given to be heard in his own defence, that the said hearing shall be public with the right to call witnesses in his own defence, which shall be conducted under the jurisdiction of the Civil Service Commission, who shall make recommendations based upon the decision of such hearing, and further that no dismissal or removal shall be made except in the recommendation of the Civil Service Commission;

Resolved, further, that the principle of a trial or hearing shall be extended to all cases of insubordination, infraction of the rules and regulations, etc., not deserving the extreme penalty of dismissal, and that no suspension, fine or other such penalty be enforced except upon the recommendation of the Civil Service Commission of the trial.

In accordance with the provisions of the constitution, sealed nominations for the offices of President, Vice-Presidents and Secretary-Treasurer were called for before

Union Labels

By Mr. Plant, seconded by Mr. O'Connor, that the Executive should be instructed that all printing required for the use of the Federation should bear the union label of the printing trades.

By Mr. Burling:

Whereas, union labels offer the best means of distinguishing between articles produced under conditions as satisfactory as possible to the workers and those produced under conditions which are not;

Resolved, that this convention place itself on record as favouring the wider recognition by civil servants of union labels.

The Whitley Scheme

By Mr. Grierson, seconded by Mr. Burling that:

Whereas, the British Government has recently put into effect the recommendations of the Whitley Committee, a sub-committee of the Reconstruction Committee (the main idea is that in each class of production the employers and the employees should form a joint council to discuss questions affecting the class or industry as a whole); and

Whereas, this is a democratic principle and will contribute to the better understanding between the Government as employers and civil servants; and

Whereas, this principle has been adopted by the British Government for application to the British Navy and the Government workshops.

Resolved, therefore, that this convention of the Civil Service Federation of Canada do memorialize the Government with the request that this principle be applied to the Canadian Federal Civil Service forthwith.

NOMINATION OF OFFICERS

5 p.m., March 20. At 4 p.m., on March 21, the resulting ballot was placed in the hands of each delegate, as follows:

Ballot for Nominees

(Number the candidates for each office in order of preference.)

PRESIDENT.

.....Frank Griersonby J. S. MacDonald, Agnes MacFarlane, W. F. Patterson.
by W. A. MacDonald, A. E. Sheppard, M. O'Brien.
by R. Colvin, J. B. Shaw, T. H. Burns.
by Frank Kehoe, A. Lovett, P. Keane.
by E. Lisle, Loftus MacInnes, J. C. O'Connor.
by J. McL. Fraser, H. E. R. Barnes.
by A. J. Taylor, T. A. K. Turner.
by C. Knowles, J. A. Séguin.

VICE-PRESIDENT.

....L. D. Burling	by C. J. Tulley, Frank Kehoe, W. G. Jessop. by H. E. R. Barnes, J. McL. Fraser.
....T. H. Burns	by Arthur Lovett, George Watt, J. B. Shaw. by A. J. Taylor, T. A. K. Turner.
....W. J. Cantwell	by A. J. Taylor, T. A. K. Turner.
....W. A. MacDonald	by J. S. MacDonald, Agnes MacFarlane, W. F. Patterson. by A. E. Sheppard, M. O'Brien, J. S. MacDonald.
....Major M. A. MacInnes	by C. J. Tulley, Frank Kehoe, W. G. Jessop.
....Major D. L. McKeand	by Agnes MacFarlane, W. F. Patterson, J. S. MacDonald.
....James McMahon	by C. Knowles, J. A. Séguin.
....J. C. O'Connor	by E. Lisle, J. H. Ryan. by C. J. Tulley, Frank Kehoe, W. G. Jessop. by A. J. Taylor, T. A. K. Turner.
....A. E. Sheppard	by W. A. MacDonald, W. F. Patterson, M. O'Brien.

SECRETARY-TREASURER.

....L. D. Burling	by Agnes MacFarlane, J. S. MacDonald, W. F. Patterson. by W. A. MacDonald, A. E. Sheppard, M. O'Brien. by E. Lisle, Loftus MacInnes, C. H. Attwood. by A. J. Taylor, T. A. K. Turner. by C. Knowles, J. A. Séguin.
....C. J. Tulley	by J. McL. Fraser, H. E. R. Barnes.

Note.—Nominators are placed in the order in which the slips were opened.

Mr. Burling explained that absence from the city during four of the six months only that will intervene before the next convention prevented him from accepting the nomination for Secretary-Treasurer.

It was then moved, and duly seconded, that the constitution be suspended to permit of open nominations for Secretary-Treasurer, and on division this was declared lost, by a vote of 208½ for, when 212½ would have been needed to make up the necessary two-thirds.

Balloting proceeded and the session adjourned after placing the ballots in the hands of the Committee on Ballot for Nominees.

On the morning of March 22 the committee made the following report:

Nominating Ballot, Record of First Choices

J. C. O'Connor	120½
T. H. Burns	77
L. D. Burling	45½
W. J. Cantwell	25
W. A. MacDonald	22
A. E. Sheppard	8
M. A. MacInnes	5
James McMahon	3
D. L. McKeand	0
Total.....	306

Your committee then proceeded to re-distribute the ballots by the method of proportional representation, using the single transferable vote as if three of the candidates were to be elected. The effect of this was to re-arrange the nine candidates in the following order:

J. C. O'Connor	1st.
T. H. Burns	2nd.
L. D. Burling	3rd.
W. J. Cantwell	4th.
M. A. MacInnes	5th.
W. A. MacDonald	6th.
D. L. McKeand	7th.
A. E. Sheppard	8th.
James McMahon	9th.

Your committee also reports that, in examining the register of delegates, it was found that two of the members voting in favour of the suspension of the constitution at yesterday's session were credited with one vote apiece, instead of the five to which they were entitled, and that the addition of these eight votes was sufficient to carry the proposed suspension of the constitution by a vote of 216½, when 212½ would have been enough. For this reason the votes for Secretary-Treasurer were not counted, and your committee recommends that the convention proceed to nominate and select nominees for the office of Secretary-Treasurer.

Messrs. T. R. L. MacInnes and Ch. J. Tulley were nominated, and the nominating ballot resulted in a vote of 146 for Mr. Tulley and 130½ for Mr. MacInnes.

VOTES OF THANKS

Unanimous votes of thanks were tendered as follows:

To the Great War Veterans' Association for the many courtesies extended to the delegates and for the use of the assembly hall for the sessions of the convention.

To Mr. Tom Moore, President of the Trades and Labour Congress, for his address on the afternoon of March 18.

To Mr. P. H. Myers, of the firm of Arthur Young and Company, of Chicago, for his address on "Classification" at the morning session of March 18.

To the Civil Service Association of Ottawa for the dinner tendered to the delegates upon the evening of March 18.

To the Women's Branch of the Civil Service Association of Ottawa for the reception tendered to the delegates at the Haley Club on the evening of March 19.

LETTER OF SYMPATHY

A resolution was adopted expressing the appreciation of civil servants in convention assembled for the interest which Mr. Walter Todd has always taken in matters affecting the Civil Service, and voicing the hope of speedy recovery from the illness with which Mr. Todd is now suffering.

If Democracy is to get a footing in the Canadian Civil Service, let the Federation request that the Government introduce Whitley Councils as the Home Government has done in its naval, military and civil services.

Address by Dr. W. J. Roche at the Banquet on Tuesday Evening, March 18.

Permit me on behalf of myself and colleagues to express my appreciation of your courtesy in extending a kind invitation to the Commission to be present at this splendid banquet. I crave your indulgence for the short time I intend to address you to-night in taking as my subject "Civil Service Reform," not only in connection with our own country, but other countries as well.

The spoils system is one that has not been indigenous to any one country, but has prevailed in every country to a greater or lesser extent; yes, it has not been unknown even in Canada, in either the Dominion or Provincial arenas. Carry your minds back to the early Kings of England, when the Monarch had centralized in his person the power of the State and was in a position to say to even the highest of his subjects, "Go there," and he goeth, or "Come here," and he cometh, and if he failed to respond he ran the risk of paying the penalty by the loss of his head. But as time passed and the abuses arising out of this centralized power became more flagrant and more intolerant, with the advance of civilization and the education of the masses, not without revolutions and frequently at great cost, reforms were introduced which resulted in depriving the ruler of much of his former prerogative, and placing more of the executive functions in the Advisors of the Crown, and the people through their representatives in Parliament had a greater voice in the affairs of the nation.

Amongst other reforms the question of Civil Service Reform made slow but steady progress, and perhaps because of this fact it has been all the more substantial and lasting. There was a time when it was stated the wild harum-scarum of the family was relegated to the army, the more sober and studious member to the pulpit, while the fool of the family was consigned to the Civil Service. And with no small proportion of this element within its ranks you may imagine the standard of the Civil Service in those days was not of the highest. But thanks to the reforms that were inaugurated from time to time, England can now boast of a Civil Service second to that of no other country in the world.

The merit system, so called in contradistinction to the patronage system was after years of agitation finally introduced, by which examinations were made the gateway of entrance to the Civil Service. The first examination adopted was the pass examination. The pass examination was one under which each person was allowed to present himself for examination as to whether he could come up to a prescribed standard. It

was in effect a qualifying examination and he did not have to enter into competition with anybody. It was, however, a great advance on the old patronage method of appointment without examination. Subsequently the limited competitive examination was introduced, at which a certain number of selected persons were examined in competition with each other with a view of giving appointments only to those who showed the highest qualifications. The weak feature in connection with this examination was that the persons who were allowed to compete were selected by those having or controlling the patronage. Still, it was an improvement on the pass examination. At a still later date the open competitive examination was introduced. This is the system in vogue to-day, not only in England, but also in the United States and in Canada. It is founded upon the broad principles of justice and equality.

In their very nature competitive examinations affirm the principle, that every citizen whether high born or low born, whether with great influence or wealth, or without any influence or wealth, stands on an equality before the law, and in the right to enjoy an open and manly contest with his fellows for the privilege of entering the service of his country. Examinations were not claimed to be infallible, but it was believed that a public competition between attainments and capacity for such duties was far preferable to a private competition of influence, solicitation, favour, and coercion, which generally prevailed under the old system. Within three years from the time the merit system was presented in an official report which at first had been received by hostile parties and an indignant Parliament, it had won both the people and the legislature.

The history of Civil Service Reform in the United States is much the same as its history in England. It met with the same opposition and from the same element, viz.: the politicians, and with scepticism on the part of the people. With a strange patience their people had endured the spoils system for one hundred years. The assassination of President Garfield in 1881 by a disappointed office seeker served to bring home to the American people the objectionable system of office giving and office getting, and it was decided that some fairer and more sensible method of choosing public servants should be found. A Civil Service Act was introduced in 1883, providing for examinations and tests, positions were classified and a Commission of three men was appointed to administer the Act. At first as an experiment a comparatively small portion of their Service was brought under the Act, but the

beneficial features soon became so apparent that branch after branch has been added, until to-day upwards of two-thirds of the entire Service of that country is under the Act. So firmly is the merit system now established in their Government that the competitive method of making appointments is promptly extended to the new Services provided by Congressional legislation.

In Canada there have been since 1882 examinations to qualify for certain positions in the Civil Service. But it was not until 1908 that competitive examinations were introduced to apply to the Inside Service, and a Commission comprising two members was created to administer the Act. The formation of a Union Government made the way easier for the extension of this reform to the Outside Service, and on the 13th February, 1918, an Order-in-Council was passed placing all appointments to the Outside Service under the Commission. In the meantime a third Commissioner has been added in order to have majority rule, and at the Session of 1918 a new Civil Service Act was introduced confirming the terms of the Order-in-Council and extending the jurisdiction of the Commission in other respects.

One of the duties imposed on the Commission by the Civil Service Act of 1918 was the classification of the entire Civil Service and the fixing of schedules of salaries for all positions. This in itself is a huge task, involving the employment of expert assistants who have been engaged since last August in collecting all necessary data to enable them to recommend a scientific and intelligent classification according to the duties and responsibilities of office and not a classification based on existing salaries. If this new classification with the necessary amendments to the Act consequent on its adoption is approved by Parliament, Canada will have a Civil Service Act which so far as abolishing patronage is concerned will be unsurpassed by that of any other country. Though the legislation of last Session has not as yet had sufficient time to have a fair trial, still it has already by its results justified its adoption by Parliament, and I feel convinced that given a reasonable time to enable the proper machinery to be provided to carry out its provisions, and with the sympathetic co-operation of the Government, the Service and the public, in the very near future the experience of other countries in connection with Civil Service Reform will be repeated in Canada, and an almost universal public opinion will be behind it.

Ninety-five per cent of the appointments that have been made by the Commission during the past year have not been attacked by any person, and it is only by misrepresentation and a distortion of facts that even a comparatively few cases have been singled out for unfair and unjust criticism. Some politicians do not like to forego their old-time patronage privileges which they have heretofore enjoyed, and are attempting to decry and belittle the present system with a view to having the old system restored. But I have too much confidence in the good faith of the Government and of Parliament, as well as in the good sense of the Canadian people, to believe that ever again will so retrograde a step be taken.

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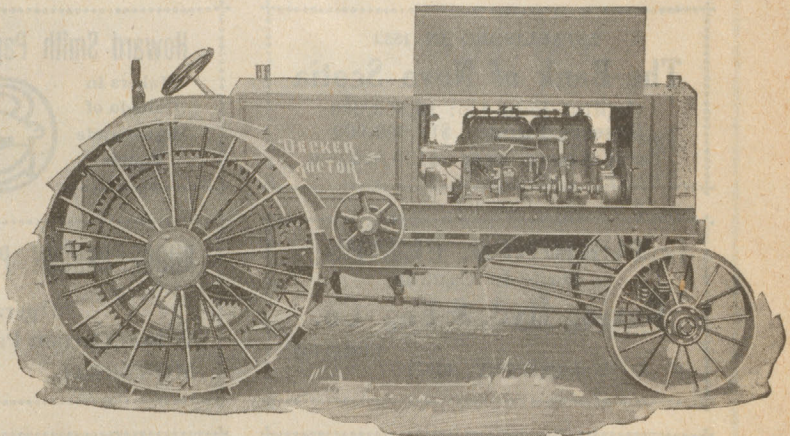
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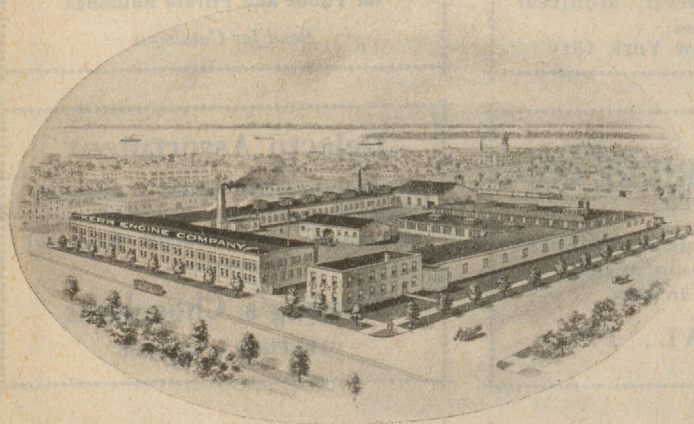
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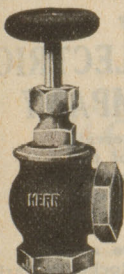
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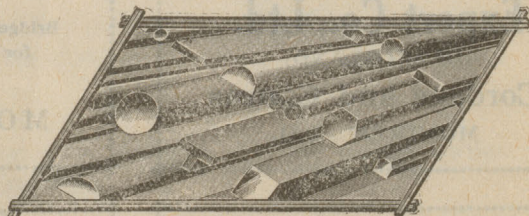
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